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CHEVRON U.S.A. INC.,
9 a Pennsylvania corporation

10
11 UNITED STATES DISTRICT COURT

12 CENTRAL DISTRICT OF CALIFORNIA – WESTERN DIVISION

13 MARK SNOOKAL, an individual,

14 Plaintiff,

15 vs.

16 CHEVRON USA, INC., a California
Corporation, and DOES 1 through 10,
17 inclusive,

18 Defendants.

Case No. 2:23-cv-6302-HDV-AJR

**APPENDIX OF DECLARATION
AND EXHIBITS RE DEFENDANT
CHEVRON U.S.A. INC.'S
OPPOSITION TO PLAINTIFF'S
MOTION FOR ATTORNEYS' FEES
AND COSTS**

*[Filed concurrently with Opposition to
Plaintiff's Motion for Attorneys' Fees
and Costs; and [Proposed] Order]
Denying Plaintiff's Motion for Attorneys'
Fees and Costs]*

Hearing: November 13, 2025

Time: 10:00 a.m.

Place: Courtroom 5B – 5th Floor

District Judge: Hon. Hernán D. Vera

Magistrate Judge: Hon. A. Joel Richlin

Action Filed: August 3, 2023

Trial Date: August 19, 2025

APPENDIX OF DECLARATION AND EXHIBITS

Exhibit No.	Description
	Declaration of Tracey A. Kennedy
A	Plaintiff's Time Entries and Defendant's Proposed Reductions
A-1	Renee Mochkatel's Time Entries
A-2	Plaintiff's Time Entries relating to Unnecessary Discovery Ex Parte Filings
A-3	Plaintiff's Time Entries reflecting Block Billing, Duplicative Billing, and Overbilling
A-4	Plaintiff's Vague Time Entries
A-5	Plaintiff's Erroneous and Inconsistent Time Entries
A-6	Plaintiff's Administrative and Clerical Time Entries
A-7	Plaintiff's Time Entries reflecting Internal Communications/Correspondence
B	Wolters Kluwer 2024 Real Rate Report
C	Declaration of Dolores Leal in support of Motion for Attorneys' Fees and Costs filed by Lisa Bloom

Dated: October 23, 2025

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

By /s/ Tracey A. Kennedy
TRACEY A. KENNEDY
ROBERT E. MUSSIG
H. SARAH FAN

Attorneys for Defendant
CHEVRON U.S.A. INC.,
a Pennsylvania Corporation

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Attorneys for Defendant.
CHEVRON U.S.A. INC.,
a Pennsylvania corporation

UNITED STATES DISTRICT COURT

CENTRAL DISTRICT OF CALIFORNIA – WESTERN DIVISION

MARK SNOOKAL, an individual,

Plaintiff,

vs.

CHEVRON USA, INC., a California
Corporation, and DOES 1 through 10,
inclusive,

Defendants.

Case No. 2:23-cv-6302-HDV-AJR

**DECLARATION OF TRACEY A.
KENNEDY IN SUPPORT OF
DEFENDANT CHEVRON U.S.A. INC.'S
OPPOSITION TO PLAINTIFF MARK
SNOOKAL'S MOTION FOR
ATTORNEYS' FEES AND COSTS**

*[Filed concurrently with Memorandum of
Points and Authorities; Appendix of
Evidence; and [Proposed] Order]*

Date: November 13, 2025

Time: 10:00 a.m.

Place: Courtroom 5B – Fifth Floor

District Judge: Hon. Hernán De. Vera

Magistrate Judge: Hon. A. Joel Richlin

Action Filed: August 3, 2023

Trial Date: August 19, 2025

DECLARATION OF TRACEY A. KENNEDY

I, Tracey A. Kennedy, declare as follows:

1. I am an attorney licensed to practice law in California and the United States District Court for the Central District of California. I am a partner with the law firm Sheppard, Mullin, Richter & Hampton LLP, counsel of record for Defendant Chevron U.S.A. Inc., a Pennsylvania corporation (“Defendant”). I have personal knowledge of the facts set forth below and, if called as a witness, could and would testify competently to such facts under oath.

2. In the motion for attorney’s fees, Plaintiff’s representations that Defendant failed to settle are misleading. Prior to the involvement Plaintiff’s counsel, Plaintiff represented himself at a mediation filed with the California Civil Rights Department. Defendant was not represented by my office at the time. The second mediation was with an agreed-upon mediator, Angela Reddock-Wright (for a full day) and when the matter did not settle at mediation, she continued to work with both parties on resolution up until the time of trial.

3. Plaintiff did not propound his first set of written discovery until May 7, 2024, more than seven months after this action was filed. Plaintiff did not seek to depose any of the Nigerian based doctors until July 11, 2024, despite knowing about their involvement since before September 19, 2023.

4. On November 27, 2024, Plaintiff filed an unnecessary ex parte application for discovery sanctions after the close of discovery and on the eve of the hearing on Defendant’s already-filed motion for summary judgment, without making any efforts to meet and confer in good faith. The doctor who was the focus of Plaintiff’s belated attempts to reopen discovery, Dr. Stephen Frangos, was an individual known to Plaintiff since the inception of his case, and Plaintiff had made no efforts at all to take discovery regarding Dr. Frangos. After the Court allowed the reopening of discovery, Defendant was required to re-file its motion for summary judgment. Rather than engage in good

1 faith meet and confer efforts, Plaintiff rushed into court to request discovery sanctions via
2 a second ex parte application on March 31, 2025. During Defendant's subsequent efforts
3 to meet and confer, it was clear that the focus of Plaintiff's second ex parte request was
4 monetary sanctions associated with matters already previously addressed by the Court in
5 connection with Plaintiff's first ex parte application, rather than any purported need for
6 discovery.

7 5. Based on the invoices submitted in support of Plaintiff's motion for
8 attorney's fees and costs, a spreadsheet was created of their time entries – organized by
9 type of entry. A true and correct copy of that spreadsheet containing all of Plaintiff's time
10 entries submitted in support of his motion for attorneys' fees and costs is attached to
11 Defendant's Appendix of Evidence as **Exhibit A**. This spreadsheet is annotated with
12 Plaintiff's requested hourly fee rates, as well as with Defendant's proposed hourly fee
13 rate given reasonable rates in the Los Angeles market, notations as to reasons for fee
14 reductions, and the total amount of fees given the hourly rates set forth.

15 6. Attached to Defendant's Appendix of Evidence as **Exhibit A-1** is a true and
16 correct excerpt of Plaintiff counsel Renee Mochkatel's time entries, annotated with
17 Plaintiff's requested hourly fee rate, Defendant's proposed hourly rate given reasonable
18 rates in the Los Angeles market, and Defendant's notes as regarding additional grounds
19 showing the entries are not compensable.

20 7. Attached to Defendant's Appendix of Evidence as **Exhibit A-2** is a true and
21 correct excerpt of Plaintiff counsel's time entries relating to the two unnecessary ex parte
22 applications filed by Plaintiff, annotated with Plaintiff's requested hourly fee rate,
23 Defendant's proposed hourly rate given reasonable rates in the Los Angeles market, and
24 Defendant's notes as regarding additional grounds showing the entries are not
25 compensable.

26 8. Attached to Defendant's Appendix of Evidence as **Exhibit A-3** is a true and
27 correct excerpt of Plaintiff counsel's time entries which reflect block billing, duplicative
28 billing, or overbilling, annotated with Plaintiff's requested hourly fee rate, Defendant's

1 proposed hourly rated given reasonable rates in the Los Angeles market, Defendant's
2 notes as regarding additional grounds showing the entries are not compensable, and the
3 calculation of Defendant's proposed 30% reduction for the identified block-billed or
4 duplicative billed entries.

5 9. Attached to Defendant's Appendix of Evidence as **Exhibit A-4** is a true and
6 correct excerpt of Plaintiff counsel's time entries which reflect vague billing, annotated
7 with Plaintiff's requested hourly fee rate, Defendant's proposed hourly rated given
8 reasonable rates in the Los Angeles market, and Defendant's notes regarding grounds
9 showing the entries are not compensable.

10 10. Attached to Defendant's Appendix of Evidence as **Exhibit A-5** is a true and
11 correct excerpt of Plaintiff counsel's time entries which reflects erroneous or inconsistent
12 billing, annotated with Plaintiff's requested hourly fee rate, Defendant's proposed hourly
13 rated given reasonable rates in the Los Angeles market, and Defendant's notes regarding
14 grounds showing the entries are not compensable.

15 11. Attached to Defendant's Appendix of Evidence as **Exhibit A-6** is a true and
16 correct excerpt of Plaintiff counsel's time entries which reflect billing for administrative
17 and clerical tasks, annotated with Plaintiff's requested hourly fee rate, Defendant's
18 proposed hourly rated given reasonable rates in the Los Angeles market, and Defendant's
19 notes regarding grounds showing the entries are not compensable.

20 12. Attached to Defendant's Appendix of Evidence as **Exhibit A-7** is a true and
21 correct excerpt of Plaintiff counsel's time entries which reflect billing for internal
22 communications, annotated with Plaintiff's requested hourly fee rate, Defendant's
23 proposed hourly rated given reasonable rates in the Los Angeles market, and Defendant's
24 notes regarding additional grounds showing the entries are not compensable.

25 13. A true and correct copy of the 2024 Real Rate Report published by Wolters
26 Kluwer is attached to Defendant's Appendix of Evidence as **Exhibit B**.

27 14. A true and correct copy of the Dolores Leal declaration filed in support of a
28 motion for attorneys' fees and costs for another attorney, Lisa Bloom, daughter of Gloria

1 Allred (Ms. Leal's law partner and the name partner of her firm), in the Los Angeles
2 Superior Court on July 17, 2019, is attached to Defendant's Appendix of Evidence as
3 **Exhibit C.**

4 15. Upon review of public filings from 2023 through 2025 on which Ms. Leal
5 was named on the caption, Ms. Leal filed five cases on behalf of clients during this period
6 of time, including the instant action. These public filings do not include those cases Ms.
7 Leal resolved prior to filing or those which were filed in private arbitration.

8 I declare under penalty of perjury under the laws of the State of California and the
9 United States of America that the foregoing is true and correct. This this Declaration was
10 executed on October 23, 2025, at Los Angeles, California.

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13 */s/ Tracey A. Kennedy*

14 TRACEY A. KENNEDY
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EXHIBIT A

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	1/12/2023	T/C w/prospective M Snookal	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Dolores Leal	1/13/2023	Emails from/to Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	1/31/2023	Consultation	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Dolores Leal	2/2/2023	Emails to/from Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	2/6/2023	Retainer					\$ -
Dolores Leal	3/1/2023	Emails from/to Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	3/8/2023	Email from/to Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	4/12/2023	Elm to client; Review file	0.7	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50
Dolores Leal	4/13/2023	Legal Research	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Dolores Leal	4/13/2023	Review DFEH file	4.8	\$ 1,200.00	\$ 5,760.00	\$ 895.00	\$ 4,296.00
Dolores Leal	4/14/2023	Draft ltr to co	1.8	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00
Olivia Flechsig	4/15/2023	Office cont with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	4/17/2023	Draft ltr to co.; elm to client	5.3	\$ 1,200.00	\$ 6,360.00	\$ 895.00	\$ 4,743.50
Dolores Leal	5/11/2023	Draft 2nd Letter to co.	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	6/29/2023	Meeting With D. Leal re: case	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/29/2023	Review file, client docs	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	6/30/2023	Legal Research	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Dolores Leal	6/30/2023	Review draft complaint	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50
Olivia Flechsig	7/11/2023	Review & Revise complaint	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Olivia Flechsig	7/12/2023	Draft and edit complaint	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00
Dolores Leal	7/12/2023	Review draft complaint revsns by OF; elm's fr/to OF	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	7/18/2023	Review & Revise complaint	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	7/19/2023	Review & Revise complaint, email client revised complaint	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	7/24/2023	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	7/27/2023	Review & Revise complaint	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	7/31/2023	Review & Revise complaint	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	8/8/2023	Legal Research - Assigned Judge	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/9/2023	Draft email to/receive email from client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	8/15/2023	Draft email to/from o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	8/15/2023	Receipt & review email from/to o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	8/21/2023	Draft emails to/fr o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	9/20/2023	Receipt & Review of Defs Answer	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	9/21/2023	Legal Research - striking answer to complaint	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	9/23/2023	Receipt & review email from/to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	9/30/2023	Receipt & review email w/Answer	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	10/9/2023	Receipt & Review of Judges Order Re: Schedul. Cont. and Rule 26(f) report	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	10/10/2023	Office Conference with OF re: sched order; send elm to olc	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	10/10/2023	Organize file - calendaring court deadlines	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	10/18/2023	Draft emails to/fr o/c; OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	11/9/2023	Meeting with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	11/9/2023	Review file	1	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Dolores Leal	11/9/2023	Meeting With OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	11/9/2023	Receipt & Review of client docs	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	11/9/2023	Telephone Conference with TKennedy & DL	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Dolores Leal	11/9/2023	Telephone Conference with TKennedy & OF	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00
Olivia Flechsig	11/10/2023	Drafting Joint FRCP26 Report	1.33	\$ 650.00	\$ 864.50	\$ 477.00	\$ 634.41
Olivia Flechsig	11/13/2023	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	11/13/2023	Draft email to O/C w/ draft joint report	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	11/13/2023	Drafting and editing per DL changes Rule 26(f) joint report	2.75	\$ 650.00	\$ 1,787.50	\$ 477.00	\$ 1,311.75
Dolores Leal	11/13/2023	Review file -prosp witnesses; ofc conf w/OF; rev. draft FRCP26 rpt.	0.8	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00
Olivia Flechsig	11/16/2023	Draft email to/receive email from O/C re: joint report	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	11/17/2023	Review & Revise Joint report, communications w/ O/C re: same	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	11/28/2023	Drafting initial disclosures	2.75	\$ 650.00	\$ 1,787.50	\$ 477.00	\$ 1,311.75

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	11/28/2023	Office Conference with OF; re. Rule 26(a) draft rpt.	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	11/30/2023	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	11/30/2023	Office Conference with OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	11/30/2023	Prepare, File & Serve - Initial Disclosures	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	11/30/2023	Review & Revise - Client docs (with privacy redactions)	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Dolores Leal	12/4/2023	Review file	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	12/4/2023	Prepare for scheduling conference - reviewing Court orders and obtaining docs	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	12/5/2023	Court Appearance - Scheduling conference	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	12/5/2023	Travel Time - to/from scheduling conference	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Dolores Leal	12/5/2023	Travel to/from & Court Appearance -sched. conf	2.6	\$ 1,200.00	\$ 3,120.00	\$ 895.00	\$ 2,327.00
Dolores Leal	12/11/2023	Receipt & review email from USDC w/orders.	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	12/11/2023	Review file - civil trial order and deadlines	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	12/13/2023	Draft email to O/C, discussing same w/ DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	12/15/2023	Review & Revise court dates, reviewing court orders and statutes re: same	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	12/20/2023	Draft email to O/C re: mediator selection	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	1/3/2024	Drafting stip protective order, emailing same to DL and O/C	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Dolores Leal	1/3/2024	Receipt & review emails from/to OF; o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	1/4/2024	Draft email to/receive email from O/C re: mediator selection	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	1/4/2024	Review & Revise - joint stip to protective order	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/17/2024	Receipt & review email from O/C, discussing same w/ DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	1/29/2024	Receipt & review email from o/c; elm to OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	1/30/2024	Draft email to/receive email from O/C and DL re: mediator	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	1/31/2024	Draft email to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	1/31/2024	Draft email re: booking mediation	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	2/1/2024	Receipt & review email from client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	2/14/2024	Receipt & review email re: discovery requests	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	2/15/2024	Draft email to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	2/27/2024	Draft email to O/C re: SPO	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	2/27/2024	Meeting With DL re: case action items	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	3/4/2024	Draft email to O/C re: SPO	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	3/6/2024	Draft email to/fr o/c; elm to client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	3/8/2024	Receipt & review email from/to o/c; elm to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	3/12/2024	Draft emails to/fr o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	3/25/2024	Draft email to O/C re: M&C call schedule	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	3/26/2024	Draft email to/fr client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	3/27/2024	Review client's docs, discov responses Req for docs; Spec Interrogs; revise responses; elms to/fr client	4.7	\$ 1,200.00	\$ 5,640.00	\$ 895.00	\$ 4,206.50
Dolores Leal	3/28/2024	Draft email to/fr o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	3/28/2024	Draft emails to/fr client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	3/29/2024	Telephone Conference with O/C re: M&C re: initial disclosure docs; email to/from O/C re: same	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	4/2/2024	Meeting With DL re: case status	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	4/2/2024	Review client docs/organize for production	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50
Dolores Leal	4/4/2024	Review client docs; identify docs for depositions	2.3	\$ 1,200.00	\$ 2,760.00	\$ 895.00	\$ 2,058.50
Olivia Flechsig	4/5/2024	Draft email to/from DL re: scheduling client depo prep	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	4/5/2024	Draft emails to/fr client client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	4/5/2024	Review docs; identify for depositions	1.8	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00
Olivia Flechsig	4/15/2024	Draft emails/calls (internal) and to client re: scheduling depo	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	4/15/2024	Receipt & review email from o/c; ofc conf w/OF; elm fr/to client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	4/16/2024	Receipt & review email from o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	4/16/2024	Draft email to/receive emails from DL, O/C, and client re: subpoena	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	4/16/2024	Receipt & review email from/to Nippon atty.; elm to client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	4/17/2024	Draft email to o/c	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	4/18/2024	Draft email to/from o/c; elm to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	4/22/2024	Receipt & review email from/to attys for Nippon re: subp	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	4/22/2024	Review subpoenas; zoom w/ o/c re: subp.	0.7	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50
Dolores Leal	4/23/2024	Receipt & review email from o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	4/23/2024	Review docs from Nippon; elm to/fr Nippon's atty; elm to client	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Dolores Leal	4/29/2024	Receipt & review email from/to AMS re: subp.	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	4/30/2024	Review file - review and redact client medical records	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	5/1/2024	Draft emails to/receive emails from third party re: records	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	5/2/2024	Drafting RFP's	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	5/6/2024	Telephone Conference with Client	1	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Olivia Flechsig	5/6/2024	Drafting ROGS and RFP's	2.33	\$ 650.00	\$ 1,514.50	\$ 477.00	\$ 1,111.41
Olivia Flechsig	5/7/2024	Draft, revise and serve RFP's and ROGS	2.2	\$ 650.00	\$ 1,430.00	\$ 477.00	\$ 1,049.40
Olivia Flechsig	5/8/2024	Prepare for client depo prep meeting	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Dolores Leal	5/9/2024	Draft email to/fr C Baum/econ.	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	5/9/2024	Meeting With client & OF re: depo	3	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00
Olivia Flechsig	5/9/2024	Meeting With Client and prep for same	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Dolores Leal	5/10/2024	Travel to/from Deposition - client	9.8	\$ 1,200.00	\$ 11,760.00	\$ 895.00	\$ 8,771.00
Dolores Leal	5/13/2024	Receipt & review email from Cbaum; elms to/fr client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	5/21/2024	Draft email to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	5/21/2024	Draft email to economist CB	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	5/22/2024	Draft email to Cbaum	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	5/22/2024	Receipt & review email from/to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	6/3/2024	Meeting With DL re: Case Updates	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	6/4/2024	Draft email to/fr expert Cbaum	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	6/6/2024	Receipt & review email from/to Cbaum	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	6/7/2024	Drafting mediation brief	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	6/8/2024	Drafting mediation brief	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00
Olivia Flechsig	6/10/2024	Drafting mediation brief	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Dolores Leal	6/12/2024	Draft mediation ltr; elm to o/c	2	\$ 1,200.00	\$ 2,400.00	\$ 895.00	\$ 1,790.00
Dolores Leal	6/12/2024	Review def's discovery responses; elm to o/c	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	6/14/2024	Review & Revise medn ltr.	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	6/17/2024	Receipt & review email from/to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	6/21/2024	Draft email to Cbaum	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	6/21/2024	Telephone Conference with client & OF	0.75	\$ 1,200.00	\$ 900.00	\$ 895.00	\$ 671.25
Olivia Flechsig	6/21/2024	Draft email to econ expert	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/21/2024	Meeting With client, DL	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	6/21/2024	Review file - Defendant discovery responses	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60
Dolores Leal	6/22/2024	Receipt & review email from Cbaum; elm to OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	6/24/2024	Legal Research	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	6/24/2024	Review file - mediation prep	3.7	\$ 1,200.00	\$ 4,440.00	\$ 895.00	\$ 3,311.50
Dolores Leal	6/24/2024	Review tax eq policy; ofc cont w/OF	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	6/24/2024	Telephone Conference with Mediator, prepping for same w/ DL	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	6/25/2024	Draft email to/from econ expert	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/25/2024	Mediation	12	\$ 650.00	\$ 7,800.00	\$ 477.00	\$ 5,724.00
Dolores Leal	6/25/2024	Mediation; client; OF & mediator ARW; elm from ARW; elm to client	12	\$ 1,200.00	\$ 14,400.00	\$ 895.00	\$ 10,740.00
Olivia Flechsig	6/26/2024	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/26/2024	Draft email to/from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/26/2024	Telephone Conference with client, DL	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	6/26/2024	Draft email to mediator; tic from mediator & OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	6/26/2024	Receipt & review email from/to client; OF; tic w/client & OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/26/2024	Review draft settlement agreement	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	6/26/2024	Telephone Conference with mediator, DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/27/2024	Review client depo changes; letter to o/c	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/28/2024	Telephone Conference with mediator	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	6/28/2024	Draft email to/from mediator	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	6/28/2024	Telephone Call from Angela RW & OF; tic to client & OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/28/2024	Telephone Conferenced with client	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	7/1/2024	Draft email to mediator	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	7/1/2024	Draft email to/receive email from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	7/1/2024	Telephone Conference with client & OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	7/1/2024	Telephone Conference with client, DL	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	7/1/2024	Review & Revise	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60
Olivia Flechsig	7/8/2024	Receipt & review email from mediator, discussing same w/ DL	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	7/8/2024	Receipt & review emails from/to AWright; elm from o/c w/discovery; draft elm to client	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	7/10/2024	Office Conference with OF	0.85	\$ 1,200.00	\$ 1,020.00	\$ 895.00	\$ 760.75
Olivia Flechsig	7/10/2024	Meeting With DL re: case strategy and outstanding to do list	0.85	\$ 650.00	\$ 552.50	\$ 477.00	\$ 405.45
Olivia Flechsig	7/10/2024	Prepare depo schedule, calendarig for same	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	7/11/2024	Review & Revise depo notices	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	7/11/2024	Telephone Conference with client	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	7/11/2024	Drafting cover letter for depo notices	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	7/11/2024	Drafting RFPs and ROGS	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	7/12/2024	Drafting RFPs	0.85	\$ 650.00	\$ 552.50	\$ 477.00	\$ 405.45
Olivia Flechsig	7/12/2024	Review & Revise discovery	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	7/18/2024	Draft email to O/C re: depo scheduling	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	7/22/2024	Receipt & review email from/to o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	7/29/2024	Draft email to o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	7/30/2024	Draft email to/fr client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	7/31/2024	Receipt & review email from/to o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	8/1/2024	Receipt & review email & discov. responses from client; prepare Spec Interrog #2 responses	1	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Olivia Flechsig	8/1/2024	Receipt & review email from/to o/c; DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	8/1/2024	Receipt & review emails from/to o/c; OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	8/7/2024	Draft email to O/C re: discovery extension	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	8/7/2024	Receipt & review emails from/to OF re: discov ext req.	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	8/12/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/12/2024	Draft email to O/C re: depo scheduling	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/12/2024	Draft email to deposition scheduler	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/12/2024	Meeting With DL re: case planning	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	8/13/2024	Receipt & review email from o/c; Ofc cont. w/OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	8/13/2024	Review file - Charles Baum report	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40
Olivia Flechsig	8/14/2024	Telephone Conference with client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/14/2024	Drafting expert disclosures	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	8/14/2024	Telephone Call (vmail/email to) econ expert	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/15/2024	Drafting expert witness disclosures	1.7	\$ 650.00	\$ 1,105.00	\$ 477.00	\$ 810.90
Dolores Leal	8/15/2024	Receipt & review emails from/to A Reddock-Wright	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	8/15/2024	Telephone Call to Charles Baum	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/16/2024	Draft email to/call to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/16/2024	Receipt & Review of epert witness report	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/19/2024	Draft email to/from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/19/2024	Review & Revise expert witness disclosures	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80
Olivia Flechsig	8/20/2024	Review & Revise - Expert witness disclores	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/21/2024	Draft email tofrom O/C re: rescheduling depos	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/22/2024	Draft email to/from O/C re: Lott depo schedule	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/22/2024	Receipt & Review of Chevron expert disclosures	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/23/2024	Legal Research - MSJ Opp Rules	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Olivia Flechsig	8/26/2024	Draft email to O/C re: depo scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/26/2024	Meeting With DL re: case strategy	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Dolores Leal	8/26/2024	Office Conference with OF	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00
Olivia Flechsig	8/26/2024	Draft email to O/C re: M&C issues	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	8/26/2024	Legal Research - MSJ deadlines and requirements	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	8/26/2024	Research - finding expert witness	1.33	\$ 650.00	\$ 864.50	\$ 477.00	\$ 634.41
Olivia Flechsig	8/26/2024	Telephone Conference with O/C (Sarah Fan) re: MSJ	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Dolores Leal	8/27/2024	Draft email to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	8/27/2024	Draft email to O/C memorializing M&C call	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60
Olivia Flechsig	8/27/2024	Review & Revise depo notices	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/27/2024	Draft email to/from client, DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	8/27/2024	Office Conference with OF; tic w/pot'l expert	0.8	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00
Dolores Leal	8/27/2024	Review def's discov responses; sent meet/confer elm to o/c	1.2	\$ 1,200.00	\$ 1,440.00	\$ 895.00	\$ 1,074.00
Olivia Flechsig	8/27/2024	Telephone Call from Dr. Marmureanu	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/27/2024	Telephone Call to cardiology expert(s)	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/27/2024	Telephone Conference with O/C re: M&C re: MSJ/stip to continue	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	8/28/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	8/28/2024	Office Conference with OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	8/28/2024	Prepare for taking Levy depo	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Dolores Leal	8/28/2024	Receipt & review email & add'l doc prodn from o/c	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	8/28/2024	Telephone Call (attempts) to find Dr. Khan	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/28/2024	Telephone Conference with NG re: trial strategy	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/29/2024	Draft email to/from O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/29/2024	Drafting ex parte app to continue motion cut off	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	8/29/2024	Drafting joint stip to continue motion cutoff	2.75	\$ 650.00	\$ 1,787.50	\$ 477.00	\$ 1,311.75
Olivia Flechsig	8/29/2024	Prepare, File & Serve joint stip to continue motion cutoff	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/29/2024	Review file (prep for taking depositions)	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Dolores Leal	8/29/2024	Review OF's depo outline for Dr. Levy; elm to OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	8/30/2024	Telephone Conference with client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	8/30/2024	Deposition Dr. Scott Levy	3	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00
Olivia Flechsig	8/30/2024	Deposition of Scott Levy	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	8/30/2024	Prepare exhibits for Levy depo	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	8/30/2024	Review & Revise - expert retainer docs, executing same	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/30/2024	Review & Revise expert witness depo notices	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	9/3/2024	Draft email to O/C	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	9/3/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	9/3/2024	Office Conference with OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	9/3/2024	Drafting rebuttal expert disclosures	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	9/3/2024	Receipt & review email from O/C - rebuttal expert report	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/3/2024	Receipt & review email from O/C re: depo scheduling	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/4/2024	Draft email to O/C re: preparing stip to dismiss age discrim claim	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/4/2024	Draft email to O/C re: scheduling depositions	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/4/2024	Organize file - indexing defense document production	3.2	\$ 650.00	\$ 2,080.00	\$ 477.00	\$ 1,526.40
Olivia Flechsig	9/5/2024	Draft email to/receive email from O/C re: stipulation	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	9/5/2024	Telephone Call from O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/10/2024	Draft email to/voicemail to O/C re: continuance	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/10/2024	Research and drafting for stip to dismiss age claim	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Dolores Leal	9/10/2024	Review def MSJ pldgs	1.8	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00
Dolores Leal	9/11/2024	Review file	3.8	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00
Olivia Flechsig	9/11/2024	Draft email to/receive email from O/C re: stip	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	9/12/2024	Meeting With DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	9/12/2024	Draft email to O/C re: stip to dismiss	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	9/12/2024	Legal Research - disability accommodation	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	9/12/2024	Receipt & Review of latest document production by Chevron	1.50	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50
Dolores Leal	9/12/2024	Review def docs; prep. Depo (Tse) outline	5.30	\$ 1,200.00	\$ 6,360.00	\$ 895.00	\$ 4,743.50
Dolores Leal	9/13/2024	Deposition - T Tse	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Olivia Flechsig	9/13/2024	Deposition of Thalia Tse	3.25	\$ 650.00	\$ 2,112.50	\$ 477.00	\$ 1,550.25

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	9/13/2024	Draft email to O/C re: dismissal of age discrim claim	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	9/13/2024	Review file and index new defense doc production	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Olivia Flechsig	9/16/2024	Drafting RFP's to expert	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	9/16/2024	Meeting With DL, RM re: MSJ Opp and expert disco planning	0.24	\$ 650.00	\$ 156.00	\$ 477.00	\$ 114.48
Renee Mochkatel	9/16/2024	Receipt & Review of pleadings re SJM	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00
Olivia Flechsig	9/16/2024	Review & Revise expert depo notices, drafting cover letter for same	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Dolores Leal	9/16/2024	Review file/docs; prep. Depo outline A Powers	4.80	\$ 1,200.00	\$ 5,760.00	\$ 895.00	\$ 4,296.00
Dolores Leal	9/17/2024	Deposition Andrew Powers	4.00	\$ 1,200.00	\$ 4,800.00	\$ 895.00	\$ 3,580.00
Dolores Leal	9/17/2024	Draft email to o/c; t/c to o/c; t/c court reporter	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	9/17/2024	Review docs/depo outline	1.70	\$ 1,200.00	\$ 2,040.00	\$ 895.00	\$ 1,521.50
Dolores Leal	9/20/2024	Office Conference with RM	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	9/20/2024	Receipt & Review of Def's Amended Expert Discl.	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Renee Mochkatel	9/20/2024	Review separate statement re MSJ and prepare Response	3.5	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Olivia Flechsig	9/23/2024	Legal Research re: MSJ Opp rules, email to DL and RM re: same	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	9/23/2024	Review Dr. L depo; extract testim for MSJ opp.	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	9/24/2024	Draft email to/receive email from O/C re; M&C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	9/25/2024	Draft email to/from O/C re: M&C call	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	9/25/2024	Review & Revise stip to dismiss age claim	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	9/26/2024	Telephone Conference with O/C re: outstanding disco issues, reviewing disco to prep for same	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Renee Mochkatel	9/27/2024	Draft memo re MSJ	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Renee Mochkatel	9/27/2024	Draft Response to separate statement re MSJ	4.2	\$ 1,200.00	\$ 5,040.00	\$ 895.00	\$ 3,759.00
Olivia Flechsig	10/1/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	10/1/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Renee Mochkatel	10/1/2024	Prepare memo re MSJ	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Olivia Flechsig	10/1/2024	Draft email to/receive email from O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Renee Mochkatel	10/2/2024	Prepare memo re MSJ	3	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00
Olivia Flechsig	10/2/2024	Draft email to O/c re: outstanding disco issues, discussing same w/ DL	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Olivia Flechsig	10/3/2024	Review file - Defendant MSJ Brief	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80
Dolores Leal	10/4/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	10/4/2024	Draft email to cardiology expert, discussing same w/ DL	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	10/7/2024	Telephone Conference with cardiology expert	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Olivia Flechsig	10/8/2024	Office conference with DL	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Renee Mochkatel	10/8/2024	Prepare memo re MSJ	4	\$ 1,200.00	\$ 4,800.00	\$ 895.00	\$ 3,580.00
Olivia Flechsig	10/8/2024	Draft opp to MSJ	4.5	\$ 650.00	\$ 2,925.00	\$ 477.00	\$ 2,146.50
Olivia Flechsig	10/8/2024	Meeting With JP re: prepaing Opp	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	10/8/2024	Office Conference with OF; RM	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	10/8/2024	Review & Revise agreement	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	10/8/2024	Review Chev. Docs; id docs for Dr. Asekomeh depo	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	10/9/2024	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Renee Mochkatel	10/9/2024	Prepare memo re MSJ	1.6	\$ 1,200.00	\$ 1,920.00	\$ 895.00	\$ 1,432.00
Olivia Flechsig	10/9/2024	Receipt & Review of expert report	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	10/9/2024	Review dos; prep. Dr. A depo	3.80	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00
Olivia Flechsig	10/9/2024	Telephone Calls from cardiology expert	1.33	\$ 650.00	\$ 864.50	\$ 477.00	\$ 634.41
Olivia Flechsig	10/9/2024	Telephone Calls to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	10/10/2024	Drafting opp to MSJ	6	\$ 650.00	\$ 3,900.00	\$ 477.00	\$ 2,862.00
Olivia Flechsig	10/10/2024	Meeting With DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	10/10/2024	Receipt & Review of new defense document production	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	10/10/2024	Telephone Call from Sarah Fan (O/C, follow up email re: same)	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	10/11/2024	Draft email to/from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	10/11/2024	Drafting MSJ Opp Brief, legal research for same	5.25	\$ 650.00	\$ 3,412.50	\$ 477.00	\$ 2,504.25
Olivia Flechsig	10/11/2024	Receipt & Review of email from O/C w/ new MSJ docs	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	10/11/2024	Review file - defendant MSJ Deel. and Exhibits	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	10/11/2024	Review file - Thalia Tse Depo Transcript	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	10/11/2024	Review file; depo tr. For msj opp; rev. def's stmt of facts	3.00	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00
Dolores Leal	10/13/2024	Review file; Depos; Def's stmts of unconf facts; prep. Obj & search for cites.	5.30	\$ 1,200.00	\$ 6,360.00	\$ 895.00	\$ 4,743.50
Olivia Flechsig	10/14/2024	Drafting opp to MSJ Brief	9	\$ 650.00	\$ 5,850.00	\$ 477.00	\$ 4,293.00
Dolores Leal	10/14/2024	Review Snookal DT; prepa. Decln for MSJ Opp	3.30	\$ 1,200.00	\$ 3,960.00	\$ 895.00	\$ 2,953.50
Olivia Flechsig	10/15/2024	Drafting opp to MSJ	6.75	\$ 650.00	\$ 4,387.50	\$ 477.00	\$ 3,219.75
Olivia Flechsig	10/15/2024	Drafting expert declaration in opp to MSJ	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	10/15/2024	Drafting sep statement in opp to MSJ	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Olivia Flechsig	10/15/2024	Review & Revise client declaration and exhibits in opp to MSJ	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	10/16/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	10/16/2024	Drafting separate statement of facts in opp to MSJ	11.5	\$ 650.00	\$ 7,475.00	\$ 477.00	\$ 5,485.50
Olivia Flechsig	10/16/2024	Meeting With DL re: Opp to MSJ	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	10/16/2024	Review & Revise - expert decl.	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	10/16/2024	Review depotr; sep stmt; rev/revise Opp; rev/revise declns	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50
Olivia Flechsig	10/17/2024	Draft - citations in MSJ and Opp to MSJ	3.5	\$ 650.00	\$ 2,275.00	\$ 477.00	\$ 1,669.50
Olivia Flechsig	10/17/2024	Draft order re: P's evidentiary objections	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	10/17/2024	Draft separate statemtn of law	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Olivia Flechsig	10/17/2024	Drafting separate statement iso opp to MSJ	2.2	\$ 650.00	\$ 1,430.00	\$ 477.00	\$ 1,049.40
Olivia Flechsig	10/17/2024	Meeting With DL to discuss formatting of Opp to MSJ	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	10/17/2024	Office Conference with OF; e/m's to o/c	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	10/17/2024	Prepare, File & Serve w/ JP - opp to MSJ docs	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	10/17/2024	Review & Revise - joint appendix and table of authorities	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	10/17/2024	Review & Revise joint statement and exhibits	1.9	\$ 650.00	\$ 1,235.00	\$ 477.00	\$ 906.30
Dolores Leal	10/17/2024	Review MSJ declns/exh.; oppsn	0.60	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00
Olivia Flechsig	10/21/2024	Receipt & review email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	10/21/2024	Receipt & review email from/to client	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	10/21/2024	Draft email to/receive emails from Ole re: disco and depo scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	10/21/2024	Receipt & review email from o/c; e/m fr/to OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	10/24/2024	Legal Research - For M&C Email Re: Outstanding Disco issues	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	10/25/2024	Draft email to Ole re: depo notices	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	10/25/2024	Reviewing Chevron filing, emailing DL re: same	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	10/28/2024	Review file - calendaring depos	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	10/29/2024	Telephone Call to O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	10/30/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	10/30/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	10/30/2024	Draft email to/receive email from O/C re: memorializing M&C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	10/30/2024	Draft emails re: scheduling	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	10/30/2024	Drafting deposition outline for Dr. Akintunde	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Olivia Flechsig	10/30/2024	Telephone Conference with O/C (M&C re: disco)	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	10/31/2024	Office conference with DL	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	10/31/2024	Deposition of Dr. Akintunde	3.33	\$ 650.00	\$ 2,164.50	\$ 477.00	\$ 1,588.41
Olivia Flechsig	10/31/2024	Draft email to O/C re: all outstanding disco issues	1.8	\$ 650.00	\$ 1,170.00	\$ 477.00	\$ 858.60
Olivia Flechsig	10/31/2024	Meeting With DL re: outstanding disco issues	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	10/31/2024	Office Conferences with OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	11/1/2024	Draft emails to/from O/C re: expert deadline extension	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	11/1/2024	Telephone Call from Robert Mussig	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	11/3/2024	Draft email to R Mussig	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Olivia Flechsig	11/4/2024	Review file - scheduling/planning review	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	11/4/2024	Telephone Call from R Mussig	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	11/4/2024	Telephone Call to MS	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	11/5/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	11/6/2024	Draft email to O/C memorializing M&C call	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	11/6/2024	Telephone Call to/from O/C re: discovery M&C	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	11/11/2024	Drafting Adeyeye Deposition Outline	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	11/11/2024	Receipt & review email from/to o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Karis Stephen	11/11/2024	Review file	3	\$ 450.00	\$ 1,350.00	\$ 400.00	\$ 1,200.00
Olivia Flechsig	11/11/2024	Legal Research - Supplementing MSJ	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	11/11/2024	Organize file/doc review - indexing doc production	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	11/11/2024	Review file - MSJ Response	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	11/11/2024	Review file and indexing new defense doc production	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Karis Stephen	11/12/2024	Legal Research - sanctions	4	\$ 450.00	\$ 1,800.00	\$ 400.00	\$ 1,600.00
Olivia Flechsig	11/12/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Olivia Flechsig	11/12/2024	Drafting and research for ex parte to supplement	3.9	\$ 650.00	\$ 2,535.00	\$ 477.00	\$ 1,860.30
Olivia Flechsig	11/12/2024	IT & Forensics Work on Matter - metadata search of D's doc production	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	11/12/2024	Meeting With DL re; supplementing MSJ	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	11/12/2024	Meeting With KS re: Mils	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	11/12/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Karis Stephen	11/13/2024	Legal Research - sanctions	3	\$ 450.00	\$ 1,350.00	\$ 400.00	\$ 1,200.00
Olivia Flechsig	11/13/2024	Draft email to O/C re: Adeyeye depo scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	11/13/2024	Draft email to O/C re: deficient discovery responses	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	11/13/2024	Research and drafting ex parte to supplement	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	11/13/2024	Telephone Call to clinet w/ update	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	11/14/2024	Drafting Adeyeye deposition outline	2.1	\$ 650.00	\$ 1,365.00	\$ 477.00	\$ 1,001.70
Olivia Flechsig	11/14/2024	Drafting ex parte	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	11/14/2024	Draft email to/from O/C re: depo link and scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	11/15/2024	Draft email to/from O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Karis Stephen	11/15/2024	Deposition - observation	2.5	\$ 450.00	\$ 1,125.00	\$ 400.00	\$ 1,000.00
Olivia Flechsig	11/15/2024	Deposition of Dr. Adeyeye, prep for same	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	11/18/2024	Drafting ex parte	3.25	\$ 650.00	\$ 2,112.50	\$ 477.00	\$ 1,550.25
Olivia Flechsig	11/18/2024	Draft email to/from O/C re: rescheduling depo	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	11/18/2024	Legal Research - Ex Parte Sanction procedure	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	11/19/2024	Drafting ex parte	3.5	\$ 650.00	\$ 2,275.00	\$ 477.00	\$ 1,669.50
Olivia Flechsig	11/19/2024	Drafting declaration iso Ex Parte App	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	11/19/2024	Organize file - sending to expert cardiologist for review	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	11/19/2024	Review & Revise Ex Parte App/decl - OF	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	11/20/2024	Draft email to O/C re: ex parte	0.15	\$ 650.00	\$ 97.50	\$ 477.00	\$ 71.55
Olivia Flechsig	11/20/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	11/20/2024	Office Conferences with OF; t/c to o/c re: exP	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	11/20/2024	Prepare, File & Serve Ex Parte (overseeing filing)	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	11/20/2024	Review & Revise Ex Parte App and Accompanying Docs	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00
Olivia Flechsig	11/20/2024	Telephone Conference with O/C re: ex parte	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	11/21/2024	Drafting email/preparing file w/ updated docs for cardio expert	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	11/21/2024	Meeting With DL and KS re: pretrial filings	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Karis Stephen	11/22/2024	Motion - draft motions in limine	7	\$ 450.00	\$ 3,150.00	\$ 400.00	\$ 2,800.00
Karis Stephen	11/25/2024	Motion - draft motions in limine	6	\$ 450.00	\$ 2,700.00	\$ 400.00	\$ 2,400.00
Karis Stephen	11/26/2024	Motion - draft motion in limine / review materials	4	\$ 450.00	\$ 1,800.00	\$ 400.00	\$ 1,600.00
Dolores Leal	11/27/2024	Receipt & review email from USDC w/ Minutes re: Order; e/m to/fr client	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	12/2/2024	Review & Revise calendaring in light of discovery continuance	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/3/2024	Draft email to O/C re: discovery	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/3/2024	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	12/3/2024	Office Conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Karis Stephen	12/3/2024	Draft motions in limine	4	\$ 450.00	\$ 1,800.00	\$ 400.00	\$ 1,600.00
Olivia Flechsig	12/4/2024	Review file - Defendant's opp to ex parte to reopen disco	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Dolores Leal	12/5/2024	Office Conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	12/5/2024	Draft email (internal) re: witness contact information	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/5/2024	Draft email to O/C re: deposition dates	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/5/2024	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	12/11/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/11/2024	Draft email to O/c re: Frangos depo	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/12/2024	Draft email to O/C re: outstanding disco	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	12/13/2024	Draft email to O/C re: amended deposition notices	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	12/16/2024	Drafting RFP's	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Olivia Flechsig	12/16/2024	Draft emails to O/C re: disco issues	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	12/17/2024	Draft email to O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	12/31/2024	Draft emails (internal) re: depo scheduling	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	12/31/2024	Draft emails to O/C re: depositions	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	1/2/2025	Draft email to client/receive email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/2/2025	Draft email to expert re: depo scheduling availability	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/2/2025	Telephone Call to Dr. Khan	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	1/2/2025	Telephone Call/notes re: same to Linda Lou Engel	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	1/6/2025	Receipt & review email from/to o/c	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	1/6/2025	Receipt & review email & ntcs of depositions from o/c; e/m's to Dr. M & Dr. B.	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	1/13/2025	Draft email to Dr. Baum re: scheduling	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/13/2025	Draft email to Dr. M re: scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	1/13/2025	Office Conference with OF; e/m's fr/to o/c (OF)	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	1/13/2025	Telephone Call to O/C re: discovery	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/14/2025	Draft emails to O/C re: depo scheduling	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	1/14/2025	Draft emails/make calls to deponents re: depo scheduling	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Dolores Leal	1/15/2025	Office conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	1/15/2025	Drafting M&C letter re: RFP's	2.1	\$ 650.00	\$ 1,365.00	\$ 477.00	\$ 1,001.70
Olivia Flechsig	1/15/2025	Legal Research - MTC/IDC procedures	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	1/15/2025	Meeting With DL re: expert discovery	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	1/16/2025	Drafting M&C letter re: outstanding discovery issues	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Olivia Flechsig	1/16/2025	Drafting RFP Set 4	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	1/16/2025	Drafting ROGS set 3	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Olivia Flechsig	1/16/2025	Review file for M&C discovery	1.7	\$ 650.00	\$ 1,105.00	\$ 477.00	\$ 810.90
Olivia Flechsig	1/21/2025	Draft email to O/C re: scheduling Dr. M depo	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	1/21/2025	Receipt & review emails betwn OF; Dr. M; o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	1/23/2025	Draft email to/receive email from client	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	1/23/2025	Draft RFA's	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	1/24/2025	Draft email to Dr. Reading	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	1/24/2025	Draft email to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/24/2025	Telephone Conference with client	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	1/24/2025	Drafting RFA's	2.75	\$ 650.00	\$ 1,787.50	\$ 477.00	\$ 1,311.75
Olivia Flechsig	1/27/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	1/27/2025	Draft email to Ole re: doc production	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	1/27/2025	Organize file - indexing doc production	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	1/27/2025	Preparing expert retainer paperwork	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	1/28/2025	Draft email to/from Dr. M re: depo scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	1/28/2025	Draft email to/from Dr. Reading's scheduler re: upcoming deadlines	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	1/28/2025	Draft emails to/from Dr. Reading scheduling	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/28/2025	Draft emails to/from O/c re: depo dates	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	1/29/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	1/29/2025	Draft email to O/C re: depo scheduling	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/29/2025	Telephone Conference with Dr. M	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Olivia Flechsig	1/29/2025	Telephone Conference with Dr. M	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/29/2025	Deposition - Dr. M	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Dolores Leal	1/29/2025	Deposition Dr. Marmureanu	1.40	\$ 1,200.00	\$ 1,680.00	\$ 895.00	\$ 1,253.00
Olivia Flechsig	1/29/2025	Draft email to Dr. Khan re: depo	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	1/29/2025	Draft email to Linda Lou Engel	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	1/29/2025	Organize file	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	1/29/2025	Review file; zoom mtg w/Dr. M. & OF	1.50	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50
Dolores Leal	1/29/2025	Telephone Conference with Dr. Marmureanu & OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	1/30/2025	Draft emails to experts, O/C re: invoicing and scheduling retainer expert depositions	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	1/31/2025	Draft email to Dr. Reading re: report deadline	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	1/31/2025	Draft email to Dr. Reading w/ relevant client files	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	1/31/2025	Organize file - plaintiff doc production	2.6	\$ 650.00	\$ 1,690.00	\$ 477.00	\$ 1,240.20
Dolores Leal	2/3/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	2/3/2025	Receipt & review email/ltr from o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	2/3/2025	Review file - outstanding discovery issues	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	2/5/2025	Draft email to Dr. Reading	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	2/5/2025	Meeting With DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	2/5/2025	Office conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	2/5/2025	Telephone Conference with S. Fan re: M&C re: disco issues	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40
Dolores Leal	2/6/2025	Office conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	2/6/2025	Draft email to Baum w/ Rebuttal expert report	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	2/6/2025	Meeting With expert	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	2/9/2025	Draft email to Ors. Baum and Khan re: deposition links	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	2/10/2025	Office conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	2/10/2025	Deposition of Dr. Khan - emailing depo exhibits	1.7	\$ 650.00	\$ 1,105.00	\$ 477.00	\$ 810.90
Olivia Flechsig	2/10/2025	Draft email to/from experts re: depo	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	2/10/2025	Receipt & review email from/to C Baum	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	2/10/2025	Review Dr. Baum's report; depo of C Baum	2.00	\$ 1,200.00	\$ 2,400.00	\$ 895.00	\$ 1,790.00
Olivia Flechsig	2/11/2025	Draft email to O/C re: discovery	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Dolores Leal	2/11/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	2/11/2025	Draft email to/from Linda Lou Engel	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	2/11/2025	Draft emails re: Marmurean invoicing	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	2/11/2025	Draft emails to/from OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	2/11/2025	Meeting With DL re: outstanding discovery issues	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	2/13/2025	Preparing docs for Linda Lou Engel depo	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	2/13/2025	Telephone Call to Dr. Reading's Office	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	2/14/2025	Deposition - defending Linda Lou Engel depo	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Olivia Flechsig	2/18/2025	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	2/18/2025	Drafting M&C response email to O/C	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	2/18/2025	Prepare for Dr. Reading depo	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	2/18/2025	Receipt & review email from o/c; ofc conf. w/OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	2/19/2025	Telephone Call/email to Dr. Reading	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	2/21/2025	Draft email to/from O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	2/21/2025	Draft email to/from DL (internal) re: case status	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	2/24/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	2/24/2025	Telephone Call to O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	2/24/2025	Draft email response to o/c, discussing same w/ DL	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	2/24/2025	Receipt & review email from O/C re: discovery issues, discussing same w/ DL	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Dolores Leal	2/24/2025	Receipt & review emails from o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	2/25/2025	Draft email to O/C re: deficient RFA responses	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	2/25/2025	Receipt & review emails from/to OF/o/c; rev. RFPOD; ofc conf w/OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	2/25/2025	Review file - D responses to RFA's	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	2/25/2025	Review file - Reading report	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	2/26/2025	Receipt & review email from O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	2/26/2025	Telephone Conference with O/C re: M&C	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40
Olivia Flechsig	2/27/2025	Draft response email to o/c re: disco issues	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	3/3/2025	Draft email (internal) re: invoicing	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	3/3/2025	Drafting initial expert disclosures	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	3/4/2025	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/4/2025	Review & Revise expert witness disclosures	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	3/4/2025	Telephone Conference with O/C re: discovery M&C	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Dolores Leal	3/4/2025	Office Conference with OF; rev. exp decl	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	3/5/2025	Legal Research	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/5/2025	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/5/2025	Draft and research for email to O/C re: M&C call	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	3/5/2025	Drafting emails re: expert depo scheduling	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	3/5/2025	Drafting RFP's re: expert discovery	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	3/5/2025	Receipt & review emails from/to OF/o/c; rev. RFPOD; ofc conf w/OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	3/7/2025	Review & Revise pleading	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	3/9/2025	Receipt & Review of Chevron MSJ	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	3/10/2025	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/10/2025	Draft emails re: Sobel and Baum depo schedules	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/10/2025	Drafting IDC Request	1.7	\$ 650.00	\$ 1,105.00	\$ 477.00	\$ 810.90
Dolores Leal	3/10/2025	Office Conference with OF; E/m from o/c re: Sobel depo	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	3/11/2025	Draft email (internal) to DL re: expert report	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/11/2025	Drafting IDC request letter re: outstanding discovery issues	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Dolores Leal	3/11/2025	Receipt & review email & revised expert rpt from Cbaum	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	3/12/2025	Drafting/research for ex parte app	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	3/12/2025	Review file - indexing new client docs	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Dolores Leal	3/12/2025	Telephone Conference with OF re: def late discov prodn	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	3/13/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	3/13/2025	Draft email to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/13/2025	Legal Research for MSJ Opp	3.25	\$ 650.00	\$ 2,112.50	\$ 477.00	\$ 1,550.25
Olivia Flechsig	3/13/2025	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	3/13/2025	Office Conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	3/14/2025	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/14/2025	Draft emails to/from O/C re: possible stip to modified MSJ schedule	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	3/14/2025	Telephone Call to O/C re: possible stip to modified MSJ deadline	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	3/16/2025	Review MSJ/Sep Stmt; prepare obj & pltf facts to Sep. Stmt	4.30	\$ 1,200.00	\$ 5,160.00	\$ 895.00	\$ 3,848.50
Olivia Flechsig	3/17/2025	Draft email to/from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/17/2025	Drafting Opp to MSJ	4.5	\$ 650.00	\$ 2,925.00	\$ 477.00	\$ 2,146.50
Olivia Flechsig	3/18/2025	Legal Research for MSJ Opp	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	3/18/2025	Drafting declarations ISO MSJ Opp	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	3/18/2025	Drafting MSJ Opp	4.5	\$ 650.00	\$ 2,925.00	\$ 477.00	\$ 2,146.50
Olivia Flechsig	3/18/2025	Review file for MSJ Opp	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	3/19/2025	Drafting separate statement	6	\$ 650.00	\$ 3,900.00	\$ 477.00	\$ 2,862.00
Olivia Flechsig	3/20/2025	Drafting opp to MSJ and supporting docs	10.5	\$ 650.00	\$ 6,825.00	\$ 477.00	\$ 5,008.50
Olivia Flechsig	3/20/2025	Prepare MSJ Opp and accompanying docs for service	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	3/25/2025	Draft email to O/C re: ex parte	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	3/25/2025	Receipt & review msgsl from/to OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	3/25/2025	Telephone Call to o/c (M&C) re: ex parte	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	3/26/2025	Drafting ex parte app	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00
Olivia Flechsig	3/27/2025	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	3/27/2025	Draft email to O/C re: timing of ex parte opp	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	3/27/2025	Drafting ex parte app and proposed order	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Dolores Leal	3/27/2025	Office Conference with OF; e/m's fr/to o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	3/28/2025	Drafting ex parte app	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	3/28/2025	Preparing docs for production (Dr. Reading)	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	3/28/2025	Receive email from Dr. Reading	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	3/31/2025	Draft email to court w/ proposed order, advisement of ex parte	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	3/31/2025	Drafting ex parte and exhibits	9.25	\$ 650.00	\$ 6,012.50	\$ 477.00	\$ 4,412.25

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	3/31/2025	Prepare, File & Serve ex parte	0.65	\$ 650.00	\$ 422.50	\$ 477.00	\$ 310.05
Dolores Leal	3/31/2025	Review ex parte app/decl	0.80	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00
Olivia Flechsig	4/2/2025	Deposition (defense) - Dr. Reading, prep for same	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	4/4/2025	Draft email re: scheduling IDC	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	4/7/2025	Draft email to/receive email from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	4/9/2025	Prepare for IDC	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Olivia Flechsig	4/9/2025	Court Appearance - IDC remote hearing	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Dolores Leal	4/9/2025	Draft emails to/from o/c	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	4/9/2025	Review ex parte pldgs; Attend Hearing - Mag Judge Richlin	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Olivia Flechsig	4/10/2025	Drafting discovery M&C letter to O/C	2.33	\$ 650.00	\$ 1,514.50	\$ 477.00	\$ 1,111.41
Dolores Leal	4/10/2025	Receipt & review email from/to o/c. Ntc of depo to o/c; send e/m to Court re: Dr. Adeyeye's depo	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	4/21/2025	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	4/21/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	4/21/2025	Drafting email to Judge Richlin	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	4/21/2025	Receipt & Review of M&C letter from O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	4/22/2025	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	4/22/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	4/22/2025	Deposition - Dr. Adeyeye	3.4	\$ 650.00	\$ 2,210.00	\$ 477.00	\$ 1,621.80
Dolores Leal	4/22/2025	Deposition -Dr. Adeyeye	2.50	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Olivia Flechsig	4/22/2025	Draft email to Judge Richlin w/ attachments	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Olivia Flechsig	4/22/2025	Prepare - Adeyeye depo	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	4/25/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	4/25/2025	Draft email to clerk	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	4/28/2025	Draft email to O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	4/28/2025	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10
Dolores Leal	4/28/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	4/28/2025	Prepare for IDC	0.65	\$ 650.00	\$ 422.50	\$ 477.00	\$ 310.05
Olivia Flechsig	4/28/2025	Court Appearance - IDC remote appearance	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Dolores Leal	4/28/2025	Court Appearance - IDC w/Judge Richlin & OF	1.10	\$ 1,200.00	\$ 1,320.00	\$ 895.00	\$ 984.50
Dolores Leal	4/28/2025	Review docs prod. By def	2.00	\$ 1,200.00	\$ 2,400.00	\$ 895.00	\$ 1,790.00
Olivia Flechsig	4/28/2025	Review file (new doc production)	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Olivia Flechsig	4/29/2025	Drafting email to O/C re: missing doc production	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	4/30/2025	Draft email to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	5/1/2025	Draft and research for M&C email to O/C re: priv. log and resp. to Interrogs	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	5/2/2025	Telephone Conference with o/c re: discovery M&C	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	5/2/2025	Draft email to Judge Richlin re: RFP dispute	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	5/2/2025	Draft email to/from O/C re: rescheduling M&C call	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	5/5/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	5/5/2025	Meeting With DL re: outstanding disco disputes	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	5/5/2025	Receipt & review email from court - Order re discov.	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	5/5/2025	Receipt & review email from Sfan & docs	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	5/5/2025	Review file - Review Docket #54, confirm IDC deadlines	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	5/6/2025	Receipt & review email from O/C re: new document production, responding to same	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	5/6/2025	Review file - Defense new doc production	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	5/6/2025	Telephone Call to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	5/7/2025	Prepare for oral argument - hearing on Chevron's Motion for Summary Judgment	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	5/8/2025	Draft email to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	5/8/2025	Court Appearance - hearing on Chevron MSJ	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	5/8/2025	Office Administration - checking Defendant discovery response deadlines	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	5/8/2025	Prepare - hearing on MSJ	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	5/8/2025	Travel Time to/from court for hearing on MSJ	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Dolores Leal	5/8/2025	Travel to/from Court Appearance and MSJ	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Dolores Leal	5/27/2025	Receipt & review email from o/c; ofc conf w/OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	5/27/2025	Draft email to/from O/C re: joint status report re: discovery	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	5/27/2025	Drafting status report re: discovery	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	5/27/2025	Prepare, File & Serve - overseeing filing of joint status report re: disco	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	5/27/2025	Receipt & Review of Chevron's supp. disco responses	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	5/29/2025	Draft email to O/C re: disco verification issue	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	5/30/2025	Draft email to O/C re: defendant privilege log dispute	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/2/2025	Draft email to court clerk re: hearing scheduling conflict	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/2/2025	Receipt & review email from o/c; discovery from o/c; ofc conf. w/OF	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/2/2025	Research and draft email to O/C re: Chevrn privilege log deficiencies	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Olivia Flechsig	6/9/2025	Court Appearance - IDC	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	6/9/2025	Receipt & review email from o/c -disco; e/m fr/to OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	6/9/2025	Receipt & review email from O/C re: supplemental privilege log	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	6/9/2025	Receipt & Review of Minute Order re: IDC	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/10/2025	Draft email to o/c - M&C re: scheduling	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	6/10/2025	Draft email to O/C and Judge Richlin re: Def's supplemental privilege log	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/10/2025	Meeting With DL re: pretrial filings	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/10/2025	Office Conference with OF; IDC hearing/priv log/ptc schedules	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/10/2025	Review & Revise - calendaring of pretrial deadlines, review of standing order, civ. trial order, revised deadlines,	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80
Olivia Flechsig	6/11/2025	Draft email to/receive email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/11/2025	Drafting proposed jury instructions	1.7	\$ 650.00	\$ 1,105.00	\$ 477.00	\$ 810.90
Olivia Flechsig	6/11/2025	Drafting proposed verdict form	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/11/2025	Meeting With DL re: Order Re: Chevron MSJ	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/11/2025	Review file - Judge's Order Re: Chevron MSJ	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	6/12/2025	Legal Research	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/12/2025	Meeting With DL re: case strategy	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	6/12/2025	Office Conference with OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Dolores Leal	6/12/2025	Telephone Conference with client & OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	6/12/2025	Telephone Conference with client, DL	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Dolores Leal	6/12/2025	Prepare witness list; rev. depo transcrp.	1.80	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00
Olivia Flechsig	6/13/2025	Draft email to mediator	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	6/13/2025	Meetings With DL re: case strategy (10 min each)	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	6/13/2025	Receipt & review email from mediator ARW; ofc conf w/OF; draft resp to ARW	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Dolores Leal	6/13/2025	Receipt & review email from o/c re: witness list	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	6/13/2025	Review & Revise Sp. Verdict form	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/13/2025	Telephone Call to potential witness	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	6/16/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	6/16/2025	Review & Revise witness list	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/16/2025	Deposition Dr Sobel	1.80	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00
Dolores Leal	6/16/2025	Draft witness list; e/m to o/c	1.40	\$ 1,200.00	\$ 1,680.00	\$ 895.00	\$ 1,253.00
Olivia Flechsig	6/16/2025	Review & Revise - Exhibit List	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Dolores Leal	6/16/2025	Review 9th cir. & CACI instns; prep index; send to o/c	3.20	\$ 1,200.00	\$ 3,840.00	\$ 895.00	\$ 2,864.00
Dolores Leal	6/16/2025	Review file - Dr. Sobel depo prep.	1.30	\$ 1,200.00	\$ 1,560.00	\$ 895.00	\$ 1,163.50
Dolores Leal	6/17/2025	Meeting With o/c & OF - pre-trial conf. mtg	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Dolores Leal	6/17/2025	Receipt & review emails from/to o/c; revise Stmt of Case; Jt rpt re Stmt	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	6/17/2025	Review i/instns; revise index; e/m to o/c	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	6/17/2025	Review Judge's LR; Civ Trial Order	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	6/17/2025	Review pldgs/depos; begin Memo CF&L	4.50	\$ 1,200.00	\$ 5,400.00	\$ 895.00	\$ 4,027.50
Olivia Flechsig	6/18/2025	Receipt & review email from DL (internal)	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/18/2025	Receipt & review emails from/to o/c re: revised Stmt of Case; Jt Rpt re stmt	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	6/18/2025	Research and draft email to O/C re: proposed MILS	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60
Dolores Leal	6/18/2025	Review pldgs/depos; draft Memo CF&L	3.80	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00
Dolores Leal	6/20/2025	Receipt & review email from o/c; ofc conf w/OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	6/20/2025	Drafting proposed stipulated facts	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	6/20/2025	Review docs for exhibits; exh. List	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Dolores Leal	6/20/2025	Review LR/Ct Tr Order; e/m to/fr o/c	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	6/22/2025	Draft email to O/C re: M&C re: MILS	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	6/23/2025	Meeting With DL re: trial prep	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/23/2025	Review discovery; rev exh list	4.80	\$ 1,200.00	\$ 5,760.00	\$ 895.00	\$ 4,296.00
Dolores Leal	6/24/2025	Receipt & review email and jury instns from o/c	2.50	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Olivia Flechsig	6/25/2025	Draft email to Dr. Marmureanu	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	6/25/2025	Draft email to Dr. Baum	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	6/25/2025	Draft email to o/c re: jury instns	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	6/25/2025	Legal Research - Citations in support of P's Motions in Limine	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Renee Mochkatel	6/25/2025	Office Conference with DI re jury instructions	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	6/25/2025	Review potl exhibits; e/m to/fr o/c	4.50	\$ 1,200.00	\$ 5,400.00	\$ 895.00	\$ 4,027.50
Olivia Flechsig	6/25/2025	Review/prepare add'l files to expert witness (Dr. Baum)	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Olivia Flechsig	6/25/2025	Review/prepare add'l files to expert witness (Dr. Marmureanu)	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40
Olivia Flechsig	6/26/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/26/2025	Drafting declaration ISO P's MIL No. 1	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	6/26/2025	Drafting Memo in support of Daubert Motion to exclude Dr. Adeyeye	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	6/26/2025	Legal Research - FEHA Job Duties	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	6/26/2025	Review & Revise - Memo of Contentions of Law and Fact	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Dolores Leal	6/26/2025	Review docs for exh. List.	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Olivia Flechsig	6/27/2025	Legal Research	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	6/27/2025	Drafting Memo of P's and A's - Daubert Motion Re: Dr. Adeyeye	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	6/27/2025	Drafting MIL to exclude reference to 3rd party medical info	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Dolores Leal	6/27/2025	Prospective CALLS	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Dolores Leal	6/27/2025	Receipt & review email w/jury instns from o/c; e/m to o/c	1.30	\$ 1,200.00	\$ 1,560.00	\$ 895.00	\$ 1,163.50
Olivia Flechsig	6/29/2025	Research and drafting for Mils No. 1 and 2	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Dolores Leal	6/29/2025	Review discovery responses & Id for Exh.	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	6/30/2025	Draft email to Dr. Marmureanu	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	6/30/2025	Draft email to/receive email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	6/30/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	6/30/2025	Review & Revise witness list	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	6/30/2025	Drafting Deel. ISO Daubert Motion Re: Dr. Akintunde	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	6/30/2025	Drafting MIL Daubert Motion re: Akintunde	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	6/30/2025	Drafting MIL No. 2	2.4	\$ 650.00	\$ 1,560.00	\$ 477.00	\$ 1,144.80
Olivia Flechsig	6/30/2025	Drafting MIL No. 3	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Olivia Flechsig	6/30/2025	Meeting With DL re: Trial Exhibits	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	6/30/2025	Prepare - pretrial schedule and logistics deadline	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	6/30/2025	Receipt & review Def's exh. List and docs; prepare Joint List	6.80	\$ 1,200.00	\$ 8,160.00	\$ 895.00	\$ 6,086.00
Olivia Flechsig	6/30/2025	Review & Revise - Witness List	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	6/30/2025	Review file - depo transcript of Dr. Akintunde for Daubert Motion	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	6/30/2025	Review file - Dr. Baum expert report	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	7/1/2025	Draft emails to/fr o/c w/revisions re: Exh. List	1.20	\$ 1,200.00	\$ 1,440.00	\$ 895.00	\$ 1,074.00
Olivia Flechsig	7/1/2025	Drafting MIL Proposed Orders	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	7/1/2025	Drafting P's MIL No. 4	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	7/1/2025	Review & Revise - MIL 2	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	7/1/2025	Review & Revise - MIL No. 4	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	7/1/2025	Review & Revise Memo of CF&L	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	7/1/2025	Review & Revise MIL No. 2	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	7/1/2025	Review & Revise MIL No. 3	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	7/1/2025	Review file - Record for MIL No. 4	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Dolores Leal	7/1/2025	Review Pltfs Mtns in Limine	1.20	\$ 1,200.00	\$ 1,440.00	\$ 895.00	\$ 1,074.00
Dolores Leal	7/2/2025	Receipt & review email from ARW; t/c w/OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	7/2/2025	Telephone Call to Dr. Baum	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	7/3/2025	Telephone Conference with client; OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	7/7/2025	Telephone Conference with mediator	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	7/7/2025	Draft proposed voir dire	3.70	\$ 1,200.00	\$ 4,440.00	\$ 895.00	\$ 3,311.50
Dolores Leal	7/7/2025	Receipt & review email from C. Baum; review rpt; e/m to/fr Baum	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	7/7/2025	Receipt and review of Dr. Baum Expert Report	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Dolores Leal	7/7/2025	Telephone Conference with mediator ARW & OF	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	7/8/2025	Prepare CaseMap	0.80	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00
Dolores Leal	7/8/2025	Receipt & review email from/to mediator ARW	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	7/8/2025	Review & Revise AddtVoir Dire Q's.	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Dolores Leal	7/8/2025	Review MS depo and summarize	3.20	\$ 1,200.00	\$ 3,840.00	\$ 895.00	\$ 2,864.00
Olivia Flechsig	7/9/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Dolores Leal	7/9/2025	Review MS depo & summarize	3.00	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00
Dolores Leal	7/10/2025	Prepare CaseMap	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50
Dolores Leal	7/10/2025	Review MS depo & summarize	2.30	\$ 1,200.00	\$ 2,760.00	\$ 895.00	\$ 2,058.50
Dolores Leal	7/11/2025	Draft email to o/c w/Joint Prop. Agreed upon Jury Inst.	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	7/11/2025	Draft Joint Prop PFTO	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Dolores Leal	7/11/2025	Prepare Joint Agree Upon Proposed Jury Inst.	2.50	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50
Dolores Leal	7/11/2025	Review & Revise Joint Verdict Form	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Dolores Leal	7/13/2025	Receipt & review email from/to o/c; review/rev. Jt jury inst.	0.70	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50
Olivia Flechsig	7/14/2025	Drafting opp to Chevron MIL No. 1	1.6	\$ 650.00	\$ 1,040.00	\$ 477.00	\$ 763.20
Dolores Leal	7/14/2025	Prepare/revise Joint pre-trial docs (agreed; dispute j/l; FPTCO; Verdict form); e/m's to/from o/c	8.30	\$ 1,200.00	\$ 9,960.00	\$ 895.00	\$ 7,428.50
Olivia Flechsig	7/14/2025	Receipt & Review of Chevron Motions in Limine	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Renee Mochkatel	7/14/2025	Receipt & Review of voir dire questions and special verdict - discuss with DL	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00
Dolores Leal	7/14/2025	Review & Revise Prop. Add'l VoirDire	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	7/15/2025	Drafting Opp to Chevron MIL No. 1	5	\$ 650.00	\$ 3,250.00	\$ 477.00	\$ 2,385.00
Olivia Flechsig	7/15/2025	Review file	2.7	\$ 650.00	\$ 1,755.00	\$ 477.00	\$ 1,287.90
Olivia Flechsig	7/15/2025	Drafting Opp to Chevron MIL No. 2	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00
Dolores Leal	7/15/2025	E/m from o/c; Review & Revise Joint FPTCO; Jt J/l; e/m to o/c	1.80	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00
Dolores Leal	7/15/2025	Review MS depo; summarize; prep. CaseMap	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Olivia Flechsig	7/16/2025	Review file	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	7/16/2025	Review witness info; e/m's to/fr o/c	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	7/17/2025	Telephone Conference with DL Re: Trial	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	7/17/2025	Draft email and make call to O/C re: depo designations/objections	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Dolores Leal	7/17/2025	Review/summarize dr. Asekomeh depo	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	7/17/2025	Telephone Conference with Expert	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	7/18/2025	Receipt & Review of Dr. Reading Supp Report	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Dolores Leal	7/18/2025	Review def's depo designations Dr. Asekomeh; prep counter designations.	4.50	\$ 1,200.00	\$ 5,400.00	\$ 895.00	\$ 4,027.50
Dolores Leal	7/21/2025	Receipt & review email from/to o/c	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50
Dolores Leal	7/21/2025	Review MIL's; opp etc	3.30	\$ 1,200.00	\$ 3,960.00	\$ 895.00	\$ 2,953.50
Dolores Leal	7/22/2025	Review MIL's, etc; legal research	4.50	\$ 1,200.00	\$ 5,400.00	\$ 895.00	\$ 4,027.50
Dolores Leal	7/23/2025	Review MIL pleadings; evidence.	2.00	\$ 1,200.00	\$ 2,400.00	\$ 895.00	\$ 1,790.00
Dolores Leal	7/23/2025	Travel to/fr Court Appearance; mtg w/ o/c	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Dolores Leal	7/24/2025	Review def depo designations; prepare pltf - Dr. Adeyeye	4.30	\$ 1,200.00	\$ 5,160.00	\$ 895.00	\$ 3,848.50
Olivia Flechsig	7/28/2025	Telephone Conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	7/28/2025	Review file - Ruling Re: MILs	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	7/29/2025	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	7/29/2025	Court Appearance	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	7/29/2025	Prepare for FPTC	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	7/29/2025	Review Dr depositions - prep. Designations.	3.30	\$ 1,200.00	\$ 3,960.00	\$ 895.00	\$ 2,953.50
Dolores Leal	7/29/2025	Review pre-trial doc pleadings	0.70	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50
Olivia Flechsig	7/29/2025	Travel Time to/from Final Pretrial conference	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Dolores Leal	7/29/2025	Travel to/fr PTC Court Appearance	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	7/30/2025	Prepare - Trial	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	7/30/2025	Telephone Conference with DL	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Dolores Leal	7/30/2025	Trial prep.; e/m to/fr o/c; conf. w/OF & KS	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50
Olivia Flechsig	7/31/2025	Draft email to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	7/31/2025	Draft email to o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Olivia Flechsig	7/31/2025	Legal Research	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	7/31/2025	Meeting With DL Re: Trial Prep	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Dolores Leal	7/31/2025	Office Conference with OF	0.70	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50
Dolores Leal	7/31/2025	Trial Prep.	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	7/31/2025	Telephone Calls/emails to trial witnesses	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Karis Stephen	7/31/2025	Trial prep meeting w OF and DL; schedule courtroom NV tutorial and Lexis demo	0.7	\$ 450.00	\$ 315.00	\$ 400.00	\$ 280.00
Olivia Flechsig	8/1/2025	Legal Research	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	8/1/2025	Trial Prep.	4.30	\$ 1,200.00	\$ 5,160.00	\$ 895.00	\$ 3,848.50
Olivia Flechsig	8/1/2025	Prepare - Khan direct exam	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/1/2025	Review file - Client docs	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/1/2025	Review file - Order Re: MILS	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/1/2025	Review file - orders re: trial, FPTC Order	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/1/2025	Telephone Conference Re: Trial	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Dolores Leal	8/2/2025	Trial Prep.	3.80	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00
Dolores Leal	8/3/2025	Trial Prep.	6.50	\$ 1,200.00	\$ 7,800.00	\$ 895.00	\$ 5,817.50
Olivia Flechsig	8/3/2025	Legal Research - Trial prep	2.2	\$ 650.00	\$ 1,430.00	\$ 477.00	\$ 1,049.40
Olivia Flechsig	8/3/2025	Prepare - Trial prep	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	8/3/2025	Review file - Joint Jury Instructions	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Olivia Flechsig	8/4/2025	Draft email to witness	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/4/2025	Review file - depo transcripts	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Karis Stephen	8/4/2025	Attend Lexis sanctions training for upcoming trial	0.5	\$ 450.00	\$ 225.00	\$ 400.00	\$ 200.00
Karis Stephen	8/4/2025	Call courtroom to schedule NV training for trial	0.1	\$ 450.00	\$ 45.00	\$ 400.00	\$ 40.00
Sabrina Medler	8/4/2025	Draft Document Regarding table of third party privacy/medical info	2.5	\$ 450.00	\$ 1,125.00	\$ 400.00	\$ 1,000.00
Olivia Flechsig	8/4/2025	Draft email (internal) re: Mils	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/4/2025	IT & Forensics Work on Matter - Trial Presentation Software Prep	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/4/2025	Meeting With DL, follow-up email to DL re: same	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	8/4/2025	Meeting With Legal Assistant re: trial prep	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Dolores Leal	8/4/2025	Trial Prep.; revise joint exh./stip. List.	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50
Olivia Flechsig	8/5/2025	Draft email to witness	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/5/2025	Draft email to witness	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	8/5/2025	Prepare - Trial	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Karis Stephen	8/5/2025	Attend Lexis sanctions training part 2	0.9	\$ 450.00	\$ 405.00	\$ 400.00	\$ 360.00
Olivia Flechsig	8/5/2025	Draft emails to/receive emails from witness	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/5/2025	Review & Revise - joint exhibit list	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	8/5/2025	Review file - depo tr.	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Olivia Flechsig	8/5/2025	Review file - Disco responses	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30
Dolores Leal	8/5/2025	Trial Prep.; e/m's to o/c	2.30	\$ 1,200.00	\$ 2,760.00	\$ 895.00	\$ 2,058.50
Olivia Flechsig	8/6/2025	Receipt & review email from DL and O/C re: Exhibit list and trial witness avail.	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Karis Stephen	8/6/2025	Research on federal rule 68	0.6	\$ 450.00	\$ 270.00	\$ 400.00	\$ 240.00
Olivia Flechsig	8/6/2025	Review & Revise - Joint Witness list	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/6/2025	Review & Revise - Jury Instructions and Joint Verdict Form	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	8/6/2025	Review file - deposition transcripts	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	8/6/2025	Telephone Conference with DL Re: Trial prep	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Dolores Leal	8/6/2025	Trial Prep.; conf w/OF; e/m's to/fr o/c; recpt of FR68	6.50	\$ 1,200.00	\$ 7,800.00	\$ 895.00	\$ 5,817.50
Olivia Flechsig	8/7/2025	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/7/2025	Review file - depo transcripts	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Karis Stephen	8/7/2025	Cross and direct examination outlines; use Eve to make opening statements	1.5	\$ 450.00	\$ 675.00	\$ 400.00	\$ 600.00
Olivia Flechsig	8/7/2025	Draft email to O/C re: graphic materials	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/7/2025	Draft emails to O/ re: stipulation	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	8/7/2025	Drafting CX outlines	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/7/2025	Drafting opening statement	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	8/7/2025	Legal Research - jury instructions	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	8/7/2025	Legal Research, email to DL re: same	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/7/2025	Review & Revise - factual stipulation re: disability	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Karis Stephen	8/7/2025	Rule 68 case law research	0.8	\$ 450.00	\$ 360.00	\$ 400.00	\$ 320.00
Dolores Leal	8/7/2025	Trial Prep. e/m's fr/to o/c; ofc conf w/OF/KS; e/m's fr/to client	7.30	\$ 1,200.00	\$ 8,760.00	\$ 895.00	\$ 6,533.50
Olivia Flechsig	8/8/2025	Drafting direct exam outline	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	8/8/2025	Telephone Conference with DL Re: Trial	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/8/2025	Draft email (internal) re: filing updated joint jury instr. and proposed verdict forms	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/8/2025	Draft email to DL Re: Trial	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/8/2025	Drafting factual stip	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Dolores Leal	8/8/2025	Trial Prep. e/m's to/fr o/c; ofc conf w/OF	7.20	\$ 1,200.00	\$ 8,640.00	\$ 895.00	\$ 6,444.00
Olivia Flechsig	8/9/2025	Drafting direct exam outline	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	8/9/2025	Drafting direct examination outline, reviewing file materials for same	2.1	\$ 650.00	\$ 1,365.00	\$ 477.00	\$ 1,001.70
Dolores Leal	8/9/2025	Trial prep. e/m's fr/to OF; e/m's client; e/m to/fr o/c	9.70	\$ 1,200.00	\$ 11,640.00	\$ 895.00	\$ 8,681.50
Olivia Flechsig	8/10/2025	Drafting opening statements	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/10/2025	Review file - depo transcripts	2.7	\$ 650.00	\$ 1,755.00	\$ 477.00	\$ 1,287.90
Dolores Leal	8/10/2025	Trial Prep.	6.50	\$ 1,200.00	\$ 7,800.00	\$ 895.00	\$ 5,817.50
Olivia Flechsig	8/11/2025	Meeting With DL re: trial prep	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	8/11/2025	Telephone Conference with witness	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Karis Stephen	8/11/2025	Attend NV courtroom tech tutorial for trial	1	\$ 450.00	\$ 450.00	\$ 400.00	\$ 400.00
Olivia Flechsig	8/11/2025	Draft email to court clerk re: logistical questions	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/11/2025	Draft email to DL re: trial witnesses	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/11/2025	Drafting cross exam outline, prep Exhibits for same	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	8/11/2025	Prepare - courtroom AV test	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Renee Mochkatel	8/11/2025	Receipt & Review of client's depo	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Olivia Flechsig	8/11/2025	Review file - depo transcript, annotating same for opening arg	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/11/2025	Travel Time to/from court for courtroom AV test/demo	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Dolores Leal	8/11/2025	Trial Prepare; comm. w/client; OF/KS; e/m's to/fr Dr. Sobel atty; t/c Dr. Sobel	8.50	\$ 1,200.00	\$ 10,200.00	\$ 895.00	\$ 7,607.50
Olivia Flechsig	8/12/2025	Drafting opening statements	4.75	\$ 650.00	\$ 3,087.50	\$ 477.00	\$ 2,265.75
Olivia Flechsig	8/12/2025	Telephone Conference with DL	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/12/2025	Telephone Conference with witness	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80
Olivia Flechsig	8/12/2025	Draft email to O/C re: Exhibit list	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/12/2025	Drafting opening statement slides	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40
Karis Stephen	8/12/2025	Install sanction	0.2	\$ 450.00	\$ 90.00	\$ 400.00	\$ 80.00
Renee Mochkatel	8/12/2025	Office Conference with di	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Olivia Flechsig	8/12/2025	Review & Revise direct examination outline and exhibits	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Renee Mochkatel	8/12/2025	Review file - client's depo	3.5	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Karis Stephen	8/12/2025	Trial logistics set up - printer prep	0.5	\$ 450.00	\$ 225.00	\$ 400.00	\$ 200.00
Dolores Leal	8/12/2025	Trial Prep; ofc conf w/OF/KS; mts w/client; e/m's fr/to o/c	9.80	\$ 1,200.00	\$ 11,760.00	\$ 895.00	\$ 8,771.00
Olivia Flechsig	8/13/2025	Draft email to witness	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/13/2025	Draft email to witness	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/13/2025	Telephone Conference with DL	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Karis Stephen	8/13/2025	Assist OF with PPT design	1.6	\$ 450.00	\$ 720.00	\$ 400.00	\$ 640.00
Olivia Flechsig	8/13/2025	Draft email to DL	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70
Olivia Flechsig	8/13/2025	Draft, review and revise opening statement slides	4.6	\$ 650.00	\$ 2,990.00	\$ 477.00	\$ 2,194.20
Olivia Flechsig	8/13/2025	IT & Forensics Work on Matter - Trial Pres Software prep	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Renee Mochkatel	8/13/2025	Prepare for cross	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50
Olivia Flechsig	8/13/2025	Review file - cross exam outline	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Karis Stephen	8/13/2025	Test sanctions software to display exhibits for snookal trial	1	\$ 450.00	\$ 450.00	\$ 400.00	\$ 400.00
Karis Stephen	8/13/2025	Trial exhibits organization	0.2	\$ 450.00	\$ 90.00	\$ 400.00	\$ 80.00
Dolores Leal	8/13/2025	Trial Prepare; mtgs w/client; OF/RM/KS	10.70	\$ 1,200.00	\$ 12,840.00	\$ 895.00	\$ 9,576.50

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Olivia Flechsig	8/14/2025	Telephone Conference with witness	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Olivia Flechsig	8/14/2025	Telephone Conference with witness	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Karis Stephen	8/14/2025	Discuss trial and prep	2.1	\$ 450.00	\$ 945.00	\$ 400.00	\$ 840.00
Olivia Flechsig	8/14/2025	Drafting Cross exam outline	2.7	\$ 650.00	\$ 1,755.00	\$ 477.00	\$ 1,287.90
Olivia Flechsig	8/14/2025	Legal Research for trial	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	8/14/2025	Meeting With client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Renee Mochkatel	8/14/2025	Office Conference with DL, client and RM - trial prep	3.5	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50
Olivia Flechsig	8/14/2025	Organize file - witness exhibit lists for witness binders	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/14/2025	Prepare for trial w/ DL	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	8/14/2025	Receipt & review email from O/C, DL re: witness avail.	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25
Olivia Flechsig	8/14/2025	Receipt & Review of O/C opening statement slides, send email objecting to same	1.66	\$ 650.00	\$ 1,079.00	\$ 477.00	\$ 791.82
Dolores Leal	8/14/2025	Trial Prep; mts w/client, RM/OF	8.00	\$ 1,200.00	\$ 9,600.00	\$ 895.00	\$ 7,160.00
Sabrina Medler	8/15/2025	Draft Document Regarding pocket brief for excluding mitigation of damages defense	4	\$ 450.00	\$ 1,800.00	\$ 400.00	\$ 1,600.00
Olivia Flechsig	8/15/2025	Draft emails to O/C re: witness availability, joint trial exhibits	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/15/2025	Drafting Cross Examination outline, preparing exhibits to same	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	8/15/2025	Drafting witness Direct exam outline	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Karis Stephen	8/15/2025	Load exhibits into sanction and test out the software; draft closing argument	3.5	\$ 450.00	\$ 1,575.00	\$ 400.00	\$ 1,400.00
Sabrina Medler	8/15/2025	Meeting With OF re assignment	0.25	\$ 450.00	\$ 112.50	\$ 400.00	\$ 100.00
Olivia Flechsig	8/15/2025	Prepare deposition designations	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00
Olivia Flechsig	8/15/2025	Review file - trial order, Central District local rules re: trial	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70
Olivia Flechsig	8/15/2025	Telephone Conferences with DL re: trial prep	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Dolores Leal	8/15/2025	Trial Prep. Mtg w/client/OF	7.50	\$ 1,200.00	\$ 9,000.00	\$ 895.00	\$ 6,712.50
Olivia Flechsig	8/16/2025	Draft email and research for same to O/C re: opening statement slides	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50
Olivia Flechsig	8/16/2025	Draft email to O/C re: witness order and availability	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20
Olivia Flechsig	8/16/2025	Drafting direct examinatio outline, reviwng file in anticipatin of same	4.5	\$ 650.00	\$ 2,925.00	\$ 477.00	\$ 2,146.50
Olivia Flechsig	8/16/2025	Review & Revise Akintunde depo excerpt designation	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Dolores Leal	8/16/2025	Tria; prep; mtg w/client; t/c OF	9.80	\$ 1,200.00	\$ 11,760.00	\$ 895.00	\$ 8,771.00
Dolores Leal	8/17/2025	Trial Prep.	8.20	\$ 1,200.00	\$ 9,840.00	\$ 895.00	\$ 7,339.00
Olivia Flechsig	8/17/2025	Drafting opening statements, reviewing case file for same	7.75	\$ 650.00	\$ 5,037.50	\$ 477.00	\$ 3,696.75
Karis Stephen	8/17/2025	Load exhibits in sanction and organize it	1.5	\$ 450.00	\$ 675.00	\$ 400.00	\$ 600.00
Dolores Leal	8/18/2025	Trial prep.	10.30	\$ 1,200.00	\$ 12,360.00	\$ 895.00	\$ 9,218.50
Karis Stephen	8/18/2025	Discuss trial logistics with DL	0.2	\$ 450.00	\$ 90.00	\$ 400.00	\$ 80.00
Sabrina Medler	8/18/2025	Draft Document Regarding pocket brief on admissibility of expert reports	4.1	\$ 450.00	\$ 1,845.00	\$ 400.00	\$ 1,640.00
Olivia Flechsig	8/18/2025	Draft email to O/C re: opening statement revisions	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Olivia Flechsig	8/18/2025	Drafting list of pretrial housekeeping items, research re: same	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	8/18/2025	Drafting pleadings/dee!. re: Akintunde late designations	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80
Renee Mochkatel	8/18/2025	Office Conference with OF for opening prep	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50
Olivia Flechsig	8/18/2025	Prepare - mootng opening statement	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25
Olivia Flechsig	8/18/2025	Prepare trial exhibits	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	8/18/2025	Prepare trial supplies	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41
Olivia Flechsig	8/18/2025	Preparing trial presentation software and exhibitbits	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00
Olivia Flechsig	8/18/2025	Review & Revise direct exam notes	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75
Olivia Flechsig	8/18/2025	Review & Revise opening statements and slides	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Karis Stephen	8/18/2025	Review trial schedule and edit exhibits	6.7	\$ 450.00	\$ 3,015.00	\$ 400.00	\$ 2,680.00
Olivia Flechsig	8/19/2025	Prepare for next day of trial	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	8/19/2025	Travel Time to/from Trial	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75
Sabrina Medler	8/19/2025	Trial / Arbitration -- attended trial	8	\$ 450.00	\$ 3,600.00	\$ 400.00	\$ 3,200.00
Olivia Flechsig	8/19/2025	Trial/ Arbitration	9	\$ 650.00	\$ 5,850.00	\$ 477.00	\$ 4,293.00
Dolores Leal	8/19/2025	Trial; trial prep & w/OF, KS, SM	14.50	\$ 1,200.00	\$ 17,400.00	\$ 895.00	\$ 12,977.50
Karis Stephen	8/19/2025	Attend trial; load and present exhibits in sanctions software; meet with DL/OF	10	\$ 450.00	\$ 4,500.00	\$ 400.00	\$ 4,000.00
Karis Stephen	8/20/2025	Attend and participate in trial; load and present exhibits in sanctions software	12	\$ 450.00	\$ 5,400.00	\$ 400.00	\$ 4,800.00
Olivia Flechsig	8/20/2025	Prepare for next day of trial	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00
Olivia Flechsig	8/20/2025	Travel Time to/from trial	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
Dolores Leal	8/20/2025	Trial; trial prep & w/OF, KS, SM	14.80	\$ 1,200.00	\$ 17,760.00	\$ 895.00	\$ 13,246.00
Olivia Flechsig	8/20/2025	Trial / Arbitration	8	\$ 650.00	\$ 5,200.00	\$ 477.00	\$ 3,816.00
Olivia Flechsig	8/21/2025	Prepare for next day of trial	5	\$ 650.00	\$ 3,250.00	\$ 477.00	\$ 2,385.00
Olivia Flechsig	8/21/2025	Travel Time to/from trial	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/21/2025	Trial/ Arbitration	8	\$ 650.00	\$ 5,200.00	\$ 477.00	\$ 3,816.00
Karis Stephen	8/21/2025	Attend and participate in trial; load and present exhibits in sanctions software; prepare closing presentation; coo	17	\$ 450.00	\$ 7,650.00	\$ 400.00	\$ 6,800.00
Sabrina Medler	8/21/2025	Draft Document Regarding brief in support of prejudgment interest jury instructions, checked quotations and cita	3.75	\$ 450.00	\$ 1,687.50	\$ 400.00	\$ 1,500.00
Sabrina Medler	8/21/2025	Legal Research re prejudgment interest in FEHA employment cases	3	\$ 450.00	\$ 1,350.00	\$ 400.00	\$ 1,200.00
Sabrina Medler	8/21/2025	Meeting With trial team to assist with closing argument	3.75	\$ 450.00	\$ 1,687.50	\$ 400.00	\$ 1,500.00
Dolores Leal	8/21/2025	Trial; trial prep.	16.50	\$ 1,200.00	\$ 19,800.00	\$ 895.00	\$ 14,767.50
Karis Stephen	8/22/2025	Attend and participate in trial; load and present exhibits in sanctions software	9	\$ 450.00	\$ 4,050.00	\$ 400.00	\$ 3,600.00
Sabrina Medler	8/22/2025	Trial / Arbitration -- attended trial	4.95	\$ 450.00	\$ 2,227.50	\$ 400.00	\$ 1,980.00
Sabrina Medler	8/22/2025	Draft Document Regarding revising closing argument slides	1.5	\$ 450.00	\$ 675.00	\$ 400.00	\$ 600.00
Sabrina Medler	8/22/2025	Legal Research re economist discounting damages for cost of living adjustments	1.1	\$ 450.00	\$ 495.00	\$ 400.00	\$ 440.00
Olivia Flechsig	8/22/2025	Travel Time to/from court	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90
Olivia Flechsig	8/22/2025	Trial / Arbitration - jury delib	8	\$ 650.00	\$ 5,200.00	\$ 477.00	\$ 3,816.00
Dolores Leal	8/22/2025	Trial prep; trial	10.30	\$ 1,200.00	\$ 12,360.00	\$ 895.00	\$ 9,218.50
Olivia Flechsig	8/25/2025	Travel Time to/from trial	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50
Karis Stephen	8/25/2025	Attend and participate in trial	6	\$ 450.00	\$ 2,700.00	\$ 400.00	\$ 2,400.00
Olivia Flechsig	8/25/2025	Trial / Arbitration - jury delib.	6	\$ 650.00	\$ 3,900.00	\$ 477.00	\$ 2,862.00
Dolores Leal	8/25/2025	Trial; jury Q; verdict	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00
Dolores Leal	8/26/2025	Receipt & review emails from Court clk/pleadings	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	8/27/2025	Draft proposed judgmt.	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00
Dolores Leal	8/28/2025	Telephone Call from att Gholbert re: Dr. Sobel; e/m to GH	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	9/3/2025	Draft emails to/fr client; OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	9/3/2025	Draft emails to/from Plaintiff empl. Attys re: atty fee decs	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Dolores Leal	9/3/2025	Receipt & review email from Court w/Judgmt; e/m to/from Whernandez.	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00
Dolores Leal	9/8/2025	Receipt & Review of atty fee declns LB & BA	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50
Dolores Leal	9/9/2025	Draft DYL atty fee Decln; revirw. Cost bill	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00
Olivia Flechsig	9/9/2025	Draft emails to O/C re: scheduling M&C call	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40
Karis Stephen	9/10/2025	Draft decl for attorneys fees	0.7	\$ 450.00	\$ 315.00	\$ 400.00	\$ 280.00
Sabrina Medler	9/10/2025	Draft Document Regarding Declaration for Fee Motion	0.4	\$ 450.00	\$ 180.00	\$ 400.00	\$ 160.00
Sabrina Medler	9/10/2025	Draft email to Penina re expenses	0.1	\$ 450.00	\$ 45.00	\$ 400.00	\$ 40.00
Olivia Flechsig	9/10/2025	Draft emails to/receive emails from client	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80
Olivia Flechsig	9/10/2025	Draft/Review & Revise - declarations ISO fee motion	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50
Olivia Flechsig	9/10/2025	Legal Research - fee motion	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60
Dolores Leal	9/10/2025	Telephone Conference with OF & Tkennedy and Sfan	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50
Olivia Flechsig	9/11/2025	Drafting fee motion declaraitons	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60
Dolores Leal	9/11/2025	Review atty fee declns	0.80	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00
Olivia Flechsig	9/14/2025	Prepare - fee motion - time records entry and review	1.5				

Proposed Reduction for Billing Issues	\$ 679,067.35	\$ 552,499.28
50% Reduction for Unsuccessful Claims	\$ 339,533.68	\$ 276,249.64
	\$ 847,800.86	

Time Entries for Attorneys' Fees (Dkt. 126-3)

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount
					<u>Requested</u>		<u>Proposed</u>
		Billing Issues					
		Mochkatel Hours		\$	40,320.00	\$	30,072.00
		Discovery Ex Parte Hours		\$	33,102.00	\$	24,817.56
		Block Billing and Duplicative Billing Hours		\$	146,521.65	\$	88,685.55
		Vague Entries		\$	103,243.00	\$	76,662.09
		Internal Communications		\$	15,982.00	\$	4,832.01
		Administrative & Clerical Hours		\$	35,416.50	\$	26,063.81
		Erroneous & Inconsistent Entries		\$	70,398.00	\$	39,619.29

EXHIBIT A-1

Renee Mochkatel's Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount	Defendant's Notes
Motion for Summary Judgment								
Renee Mochkatel	9/16/2024	Receipt & Review of pleadings re SJM	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00	
Renee Mochkatel	9/20/2024	Review separate statement re MSJ and prepare Response	3.5	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	
Renee Mochkatel	9/27/2024	Draft memo re MSJ	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50	
Renee Mochkatel	9/27/2024	Draft Response to separate statement re MSJ	4.2	\$ 1,200.00	\$ 5,040.00	\$ 895.00	\$ 3,759.00	
Renee Mochkatel	10/1/2024	Prepare memo re MSJ	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50	
Renee Mochkatel	10/2/2024	Prepare memo re MSJ	3	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00	
Renee Mochkatel	10/8/2024	Prepare memo re MSJ	4	\$ 1,200.00	\$ 4,800.00	\$ 895.00	\$ 3,580.00	
Renee Mochkatel	10/9/2024	Prepare memo re MSJ	1.6	\$ 1,200.00	\$ 1,920.00	\$ 895.00	\$ 1,432.00	
Unspecified Trial Preparation								
Renee Mochkatel	6/25/2025	Office Conference with DI re jury instructions	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, no corresponding entry from Dolores Leal
Renee Mochkatel	7/14/2025	Receipt & Review of voir dire questions and special verdict - discuss with DL	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00	also, no corresponding entry from Dolores Leal
Renee Mochkatel	8/11/2025	Receipt & Review of client's depo	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	
Renee Mochkatel	8/12/2025	Office Conference with di	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task; internal correspondence/communication
Renee Mochkatel	8/12/2025	Review file - client's depo	3.5	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	also, duplicative/repetitive review of file/documents
Renee Mochkatel	8/13/2025	Prepare for cross	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50	Renee Mochkatel did not cross examine any witnesses
Renee Mochkatel	8/14/2025	Office Conference with DL, client and RM - trial prep	3.5	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	
Renee Mochkatel	8/18/2025	Office Conference with OF for opening prep	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50	Conference with Olivia Flechsig but no corresponding entry from Olivia Flechsig
TOTAL			33.6	\$ 1,200.00	\$ 40,320.00	\$ 895.00	\$ 30,072.00	
Motion for Summary Judgment Total			21.9	\$ 1,200.00	\$ 26,280.00	\$ 895.00	\$ 19,600.50	
Unspecified Trial Preparation Total			11.7	\$ 1,200.00	\$ 14,040.00	\$ 895.00	\$ 10,471.50	

EXHIBIT A-2

Exhibit A-2

Time Entries relating to Unnecessary Discovery Ex Parte Filings

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount	Reasons for Reduction in Fees
Karis Stephen	11/12/2024	Legal Research - sanctions	4	\$ 450.00	\$ 1,800.00	\$ 400.00	\$ 1,600.00	excessive billing - 7 hours for one research task
Olivia Flechsig	11/12/2024	Drafting and research for ex parte to supplement	3.9	\$ 650.00	\$ 2,535.00	\$ 477.00	\$ 1,860.30	
Karis Stephen	11/13/2024	Legal Research - sanctions	3	\$ 450.00	\$ 1,350.00	\$ 400.00	\$ 1,200.00	excessive billing - 7 hours for one research task
Olivia Flechsig	11/13/2024	Research and drafting ex parte to supplement	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00	
Olivia Flechsig	11/14/2024	Drafting ex parte	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	
Olivia Flechsig	11/18/2024	Drafting ex parte	3.25	\$ 650.00	\$ 2,112.50	\$ 477.00	\$ 1,550.25	
Olivia Flechsig	11/18/2024	Legal Research - Ex Parte Sanction procedure	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	
Olivia Flechsig	11/19/2024	Drafting ex parte	3.5	\$ 650.00	\$ 2,275.00	\$ 477.00	\$ 1,669.50	
Olivia Flechsig	11/19/2024	Drafting declaration iso Ex Parte App	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	
Dolores Leal	11/19/2024	Review & Revise Ex Parte App/decl - OF	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	
Olivia Flechsig	11/20/2024	Draft email to O/C re: ex parte	0.15	\$ 650.00	\$ 97.50	\$ 477.00	\$ 71.55	
Dolores Leal	11/20/2024	Office Conferences with OF; t/c to o/c re: exP	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	block billing; internal communication/correspondence
Olivia Flechsig	11/20/2024	Prepare, File & Serve Ex Parte (overseeing filing)	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	administrative & clerical
Olivia Flechsig	11/20/2024	Review & Revise Ex Parte App and Accompanying Docs	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00	
Olivia Flechsig	11/20/2024	Telephone Conference with O/C re: ex parte	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	
Olivia Flechsig	12/4/2024	Review file - Defendant's opp to ex parte to reopen disco	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	
Olivia Flechsig	1/15/2025	Legal Research - MTC/IDC procedures	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	
Olivia Flechsig	3/12/2025	Drafting/research for ex parte app	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25	excessive billing - 18.25 hours billed for 7-page ex parte application
Olivia Flechsig	3/25/2025	Telephone Call to o/c (M&C) re: ex parte	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	
Olivia Flechsig	3/26/2025	Drafting ex parte app	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00	excessive billing - 18.25 hours billed for 7-page ex parte application
Olivia Flechsig	3/27/2025	Draft email to O/C re: timing of ex parte opp	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Olivia Flechsig	3/27/2025	Drafting ex parte app and proposed order	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00	excessive billing - 18.25 hours billed for 7-page ex parte application
Olivia Flechsig	3/28/2025	Drafting ex parte app	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	excessive billing - 18.25 hours billed for 7-page ex parte application
Olivia Flechsig	3/31/2025	Draft email to court w/ proposed order, advisement of ex parte	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Olivia Flechsig	3/31/2025	Drafting ex parte and exhibits	9.25	\$ 650.00	\$ 6,012.50	\$ 477.00	\$ 4,412.25	excessive billing - 18.25 hours billed for 7-page ex parte application
Olivia Flechsig	3/31/2025	Prepare, File & Serve ex parte	0.65	\$ 650.00	\$ 422.50	\$ 477.00	\$ 310.05	administrative & clerical
Dolores Leal	3/31/2025	Review ex parte app/decl	0.80	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00	
Dolores Leal	4/9/2025	Review ex parte pldgs; Attend Hearing - Mag Judge Richlin	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00	
TOTAL			50.88		\$ 33,102.00		\$ 24,817.56	

EXHIBIT A-3

Block Billing, Duplicative Billing, and Overbilling

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Adjusted Amount	Reasons for Reduced Fees
Dolores Leal	4/17/2023	Draft ltr to co.; elm to client	5.3	\$ 1,200.00	\$ 6,360.00	\$ 895.00	\$ 4,743.50	also, excessive billing - 5.3 hours for one letter and one email
Dolores Leal	7/12/2023	Review draft complaint revsns by OF; elm's fr/to OF	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, internal correspondence/conference
Olivia Flechsig	7/19/2023	Review & Revise complaint, email client revised complaint	0.75	\$ 650.00	\$ 487.50			
Dolores Leal	10/18/2023	Draft emails to/fr o/c; OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	11/13/2023	Review file -prosp witnesses; ofc conf w/OF; rev. draft FRCP26 rpt.	0.8	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00	
Olivia Flechsig	11/17/2023	Review & Revise Joint report, communications w/ O/C re: same	1.25	\$ 650.00	\$ 812.50			
Olivia Flechsig	12/13/2023	Draft email to O/C, discussing same w/ DL	0.2	\$ 650.00	\$ 130.00			also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	1/3/2024	Drafting stip protective order, emailing same to DL and O/C	1.5	\$ 650.00	\$ 975.00			also, internal correspondence
Dolores Leal	1/3/2024	Receipt & review emails from/to OF; o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	1/17/2024	Receipt & review email from O/C, discussing same w/ DL	0.2	\$ 650.00	\$ 130.00			also, internal correspondence
Dolores Leal	1/29/2024	Receipt & review email from o/c; elm to OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	1/30/2024	Draft email to/receive email from O/C and DL re: mediator	0.2	\$ 650.00	\$ 130.00			also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	3/6/2024	Draft email to/fr o/c; elm to client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	3/8/2024	Receipt & review email from/to o/c; elm to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task
Dolores Leal	3/27/2024	Review client's docs, discov responses Req for docs; Spec Interrogs; revise responses; elms to/fr client	4.7	\$ 1,200.00	\$ 5,640.00	\$ 895.00	\$ 4,206.50	
Olivia Flechsig	4/15/2024	Draft emails/calls (internal) and to client re: scheduling depo	0.25	\$ 650.00	\$ 162.50			also, internal correspondence/conference
Dolores Leal	4/15/2024	Receipt & review email from o/c; ofc conf w/OF; elm fr/to client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	4/16/2024	Draft email to/receive emails from DL, O/C, and client re: subpoena	0.25	\$ 650.00	\$ 162.50			also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	4/16/2024	Receipt & review email from/to Nippon atty.; elm to client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task
Dolores Leal	4/18/2024	Draft email to/from o/c; elm to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task
Dolores Leal	4/22/2024	Review subpoenas; zoom w/ o/c re: subp.	0.7	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50	
Dolores Leal	4/23/2024	Review docs from Nippon; elm to/fr Nippon's atty; elm to client	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	
Dolores Leal	5/13/2024	Receipt & review email from Cbaum; elms to/fr client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task
Dolores Leal	6/12/2024	Draft mediation ltr; elm to o/c	2	\$ 1,200.00	\$ 2,400.00	\$ 895.00	\$ 1,790.00	also, vague as to nature and necessity of task
Dolores Leal	6/12/2024	Review def's discovery responses; elm to o/c	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	
Dolores Leal	6/22/2024	Receipt & review email from Cbaum; elm to OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, internal correspondence/conference
Dolores Leal	6/24/2024	Review tax eq policy; ofc cont w/OF	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, internal correspondence/conference
Olivia Flechsig	6/24/2024	Telephone Conference with Mediator, prepping for same w/ DL	0.33	\$ 650.00	\$ 214.50			also, internal correspondence/conference
Dolores Leal	6/27/2024	Review client depo changes; letter to o/c	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task
Dolores Leal	6/28/2024	Telephone Call from Angela RW & OF; tic to client & OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	7/8/2024	Receipt & review email from mediator, discussing same w/ DL	0.1	\$ 650.00	\$ 65.00			also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	7/8/2024	Receipt & review emails from/to AWright; elm from o/c w/discovery; draft elm to client	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/1/2024	Receipt & review email & discov. responses from client; prepare Spec Interrog #2 responses	1	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00	
Olivia Flechsig	8/1/2024	Receipt & review email from/to o/c; DL	0.2	\$ 650.00	\$ 130.00			also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/1/2024	Receipt & review emails from/to o/c; OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/13/2024	Receipt & review email from o/c; Ofc cont. w/OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/27/2024	Office Conference with OF; tic w/pot'l expert	0.8	\$ 1,200.00	\$ 960.00	\$ 895.00	\$ 716.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/27/2024	Review def's discov responses; sent meet/confer elm to o/c	1.2	\$ 1,200.00	\$ 1,440.00	\$ 895.00	\$ 1,074.00	
Dolores Leal	8/29/2024	Review OF's depo outline for Dr. Levy; elm to OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, internal correspondence/conference
Dolores Leal	9/17/2024	Draft email to o/c; t/c to o/c; t/c court reporter	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task
Olivia Flechsig	9/23/2024	Legal Research re: MSJ Opp rules, email to DL and RM re: same	0.5	\$ 650.00	\$ 325.00			also, internal correspondence/conference
Olivia Flechsig	10/2/2024	Draft email to O/c re: outstanding disco issues, discussing same w/ DL	0.6	\$ 650.00	\$ 390.00			also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	10/4/2024	Draft email to cardiology expert, discussing same w/ DL	0.33	\$ 650.00	\$ 214.50			also, internal correspondence/conference
Dolores Leal	10/11/2024	Review file; depo tr. For msj opp; rev. def's stmt of facts	3.00	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00	also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Dolores Leal	10/13/2024	Review file; Depos; Def's stmts of unconf facts; prep. Obj & search for cites.	5.30	\$ 1,200.00	\$ 6,360.00	\$ 895.00	\$ 4,743.50	also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Dolores Leal	10/14/2024	Review Snookal DT; prepa. Decln for MSJ Opp	3.30	\$ 1,200.00	\$ 3,960.00	\$ 895.00	\$ 2,953.50	also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/14/2024	Drafting opp to MSJ Brief	9	\$ 650.00	\$ 5,850.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/15/2024	Drafting opp to MSJ	6.75	\$ 650.00	\$ 4,387.50			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/15/2024	Drafting expert declaration in opp to MSJ	1	\$ 650.00	\$ 650.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/15/2024	Drafting sep statement in opp to MSJ	1.75	\$ 650.00	\$ 1,137.50			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/15/2024	Review & Revise client declaration and exhibits in opp to MSJ	2	\$ 650.00	\$ 1,300.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Dolores Leal	10/16/2024	Review depotr; sep stmt; rev/revise Opp; rev/revise declns	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50	also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/16/2024	Drafting separate statement of facts in opp to MSJ	11.5	\$ 650.00	\$ 7,475.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/16/2024	Review & Revise - expert decl.	0.33	\$ 650.00	\$ 214.50			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/17/2024	Draft - citations in MSJ and Opp to MSJ	3.5	\$ 650.00	\$ 2,275.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/17/2024	Draft order re: P's evidentiary objections	0.25	\$ 650.00	\$ 162.50			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/17/2024	Draft separate statemethn of law	0.9	\$ 650.00	\$ 585.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Olivia Flechsig	10/17/2024	Drafting separate statement iso opp to MSJ	2.2	\$ 650.00	\$ 1,430.00			also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Dolores Leal	10/17/2024	Review MSJ declns/exh.; oppsn	0.60	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00	also, excessive billing - multiple attorneys drafting and revising the same MSJ documents
Dolores Leal	10/21/2024	Receipt & review email from o/c; e/m fr/to OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	10/25/2024	Reviewing Chevron filing, emailing DL re: same	0.33	\$ 650.00	\$ 214.50			also, vague as to nature and necessity of task; internal correspondence/conference
Karis Stephen	11/22/2024	Motion - draft motions in limine	7	\$ 450.00	\$ 3,150.00			excessive billing - multiple attorneys drafting the same set of motions in limine
Karis Stephen	11/25/2024	Motion - draft motions in limine	6	\$ 450.00	\$ 2,700.00			excessive billing - multiple attorneys drafting the same set of motions in limine
Karis Stephen	11/26/2024	Motion - draft motion in limine / review materials	4	\$ 450.00	\$ 1,800.00			excessive billing - multiple attorneys drafting the same set of motions in limine
Dolores Leal	11/27/2024	Receipt & review email from USDC w/ Minutes re: Order; e/m to/fr client	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	Administrative task - not legal work
Karis Stephen	12/3/2024	Draft motions in limine	4	\$ 450.00	\$ 1,800.00			excessive billing - multiple attorneys drafting the same set of motions in limine
Dolores Leal	1/6/2025	Receipt & review email & ntns of depositions from o/c; e/m's to Dr. M & Dr. B.	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	Administrative task - not legal work
Dolores Leal	1/13/2025	Office Conference with OF; e/m's fr/to o/c (OF)	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	1/21/2025	Receipt & review emails betwn OF; Dr. M; o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	1/29/2025	Review file; zoom mtg w/Dr. M. & OF	1.50	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50	
Dolores Leal	2/18/2025	Receipt & review email from o/c; ofc conf. w/OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	2/24/2025	Draft email response to o/c, discussing same w/ DL	1	\$ 650.00	\$ 650.00			also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	2/24/2025	Receipt & review email from O/C re: discovery issues, discussing same w/ DL	0.4	\$ 650.00	\$ 260.00			also, vague as to nature and necessity of task; internal correspondence/conference

Block Billing, Duplicative Billing, and Overbilling

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Adjusted Amount	Reasons for Reduced Fees
Dolores Leal	2/25/2025	Receipt & review emails from/to OF/o/c; rev. RFPD; ofc conf w/OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference No corresponding entry from Olivia Flechsig
Dolores Leal	3/4/2025	Office Conference with OF; rev. exp decl	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	3/5/2025	Receipt & review emails from/to OF/o/c; rev. RFPD; ofc conf w/OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	3/10/2025	Office Conference with OF; E/m from o/c re: Sobel depo	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	3/16/2025	Review MSJ/Sep Stmt; prepare obj & pltf facts to Sep. Stmt	4.30	\$ 1,200.00	\$ 5,160.00	\$ 895.00	\$ 3,848.50	excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/17/2025	Drafting Opp to MSJ	4.5	\$ 650.00	\$ 2,925.00			excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/18/2025	Legal Research for MSJ Opp	0.5	\$ 650.00	\$ 325.00			excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/18/2025	Drafting declarations ISO MSJ Opp	0.5	\$ 650.00	\$ 325.00			excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/18/2025	Drafting MSJ Opp	4.5	\$ 650.00	\$ 2,925.00			excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/18/2025	Review file for MSJ Opp	2	\$ 650.00	\$ 1,300.00			excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/19/2025	Drafting separate statement	6	\$ 650.00	\$ 3,900.00			excessive billing - multiple attorneys drafting the same MSJ documents
Olivia Flechsig	3/20/2025	Drafting opp to MSJ and supporting docs	10.5	\$ 650.00	\$ 6,825.00			excessive billing - multiple attorneys drafting the same MSJ documents
Dolores Leal	3/27/2025	Office Conference with OF; e/m's fr/to o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	3/31/2025	Drafting ex parte and exhibits	9.25	\$ 650.00	\$ 6,012.50			
Dolores Leal	4/10/2025	Receipt & review email from/to o/c. Ntc of depo to o/c; send e/m to Court re: Dr. Adeyeye's depo	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	Administrative task - not legal work
Olivia Flechsig	4/22/2025	Deposition - Dr. Adeyeye	3.4	\$ 650.00	\$ 2,210.00			excessive/duplicative billing
Dolores Leal	4/22/2025	Deposition -Dr. Adeyeye	2.50	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50	excessive/duplicative billing
Dolores Leal	4/28/2025	Review docs prod. By def	2.00	\$ 1,200.00	\$ 2,400.00	\$ 895.00	\$ 1,790.00	excessive/duplicative billing
Olivia Flechsig	4/28/2025	Review file (new doc production)	1.75	\$ 650.00	\$ 1,137.50			excessive/duplicative billing
Dolores Leal	6/2/2025	Receipt & review email from o/c; discovery from o/c; ofc conf. w/OF	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	6/9/2025	Receipt & review email from o/c -discov; e/m fr/to OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	6/10/2025	Office Conference with OF; IDC hearing/priv log/ptc schedules	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	6/12/2025	Prepare witness list; rev. depo transcrp.	1.80	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00	also, inefficient staffing - partner performing associate or paralegal work
Dolores Leal	6/13/2025	Receipt & review email from mediator ARW; ofc conf w/OF; draft resp to ARW	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	6/16/2025	Draft witness list; e/m to o/c	1.40	\$ 1,200.00	\$ 1,680.00	\$ 895.00	\$ 1,253.00	also, inefficient staffing; vague as to nature and necessity of task
Dolores Leal	6/16/2025	Review 9th cir. & CACI instns; prep index; send to o/c	3.20	\$ 1,200.00	\$ 3,840.00	\$ 895.00	\$ 2,864.00	
Dolores Leal	6/17/2025	Meeting With o/c & OF - pre-trial conf. mtg	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00	also, vague as to nature and necessity of task
Dolores Leal	6/17/2025	Receipt & review emails from/to o/c; revise Stmt of Case; Jt rpt re Stmt	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task
Dolores Leal	6/17/2025	Review j/instns; revise index; e/m to o/c	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, vague as to nature and necessity of task
Dolores Leal	6/17/2025	Review pldgs/depos; begin Memo CF&L	4.50	\$ 1,200.00	\$ 5,400.00	\$ 895.00	\$ 4,027.50	
Dolores Leal	6/18/2025	Receipt & review emails from/to o/c re: revised Stmt of Case; Jt Rpt re stlmt	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	
Dolores Leal	6/18/2025	Review pldgs/depos; draft Memo CF&L	3.80	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00	
Dolores Leal	6/20/2025	Receipt & review email from o/c; ofc conf w/OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	6/20/2025	Review LR/Ct Tr Order; e/m to/for o/c	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task
Dolores Leal	6/23/2025	Review discovery; rev exh list	4.80	\$ 1,200.00	\$ 5,760.00	\$ 895.00	\$ 4,296.00	
Dolores Leal	6/25/2025	Review potl exhibits; e/m to/for o/c	4.50	\$ 1,200.00	\$ 5,400.00	\$ 895.00	\$ 4,027.50	also, vague as to nature and necessity of task
Dolores Leal	6/30/2025	Receipt & review Def's exh. List and docs; prepare Joint List	6.80	\$ 1,200.00	\$ 8,160.00	\$ 895.00	\$ 6,086.00	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/2/2025	Receipt & review email from ARW; t/c w/OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	7/3/2025	Telephone Conference with client; OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	7/7/2025	Receipt & review email from C. Baum; review rpt; e/m to/for Baum	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and subject matter
Dolores Leal	7/9/2025	Review MS depo & summarize	3.00	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/10/2025	Review MS depo & summarize	2.30	\$ 1,200.00	\$ 2,760.00	\$ 895.00	\$ 2,058.50	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/10/2025	Prepare CaseMap	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/11/2025	Prepare Joint Agree Upon Proposed Jury Inst.	2.50	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/13/2025	Receipt & review email from/to o/c; review/rev. Jt jury inst.	0.70	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50	
Dolores Leal	7/14/2025	Prepare/revise Joint pre-trial docs (agreed; dispute j/l; FPTCO; Verdict form); e/m's to/from o/c	8.30	\$ 1,200.00	\$ 9,960.00	\$ 895.00	\$ 7,428.50	also, excessive billing - 8.3 hours for 3 documents previously drafted
Dolores Leal	7/15/2025	E/m from o/c; Review & Revise Joint FPTCO; Jt J/l; e/m to o/c	1.80	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00	also, vague as to nature and necessity of task
Dolores Leal	7/15/2025	Review MS depo; summarize; prep. CaseMap	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/16/2025	Review witness info; e/m's to/for o/c	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, vague as to nature and necessity of task
Dolores Leal	7/17/2025	Review/summarize dr. Asekomeh depo	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	7/23/2025	Travel to/for Court Appearance; mtg w/ o/c	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	also, vague as to nature and necessity of task
Dolores Leal	7/24/2025	Review def depo designations; prepare pltf - Dr. Adeyeye	4.30	\$ 1,200.00	\$ 5,160.00	\$ 895.00	\$ 3,848.50	
Dolores Leal	7/30/2025	Trial prep.; e/m to/for o/c; conf. w/OF & KS	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	7/31/2025	Trial Prep.	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00	also, vague as to nature and necessity of task
Dolores Leal	8/1/2025	Trial Prep.	4.30	\$ 1,200.00	\$ 5,160.00	\$ 895.00	\$ 3,848.50	also, vague as to nature and necessity of task
Dolores Leal	8/2/2025	Trial Prep.	3.80	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00	also, vague as to nature and necessity of task
Dolores Leal	8/3/2025	Trial Prep.	6.50	\$ 1,200.00	\$ 7,800.00	\$ 895.00	\$ 5,817.50	also, vague as to nature and necessity of task
Dolores Leal	8/4/2025	Trial Prep.; revise joint exh./stip. List.	5.50	\$ 1,200.00	\$ 6,600.00	\$ 895.00	\$ 4,922.50	also, vague as to nature and necessity of task
Olivia Flechsig	8/5/2025	Prepare - Trial	0.5	\$ 650.00	\$ 325.00			also, vague as to nature and necessity of task
Dolores Leal	8/5/2025	Trial Prep.; e/m's to o/c	2.30	\$ 1,200.00	\$ 2,760.00	\$ 895.00	\$ 2,058.50	also, vague as to nature and necessity of task
Olivia Flechsig	8/6/2025	Receipt & review email from DL and O/C re: Exhibit list and trial witness avail.	0.25	\$ 650.00	\$ 162.50			also, internal correspondence/conference
Dolores Leal	8/6/2025	Trial Prep.; conf w/OF; e/m's to/for o/c; rept of FR68	6.50	\$ 1,200.00	\$ 7,800.00	\$ 895.00	\$ 5,817.50	also, vague as to nature and necessity of task; internal correspondence/conference
Karis Stephen	8/7/2025	Cross and direct examination outlines; use Eve to make opening statements	1.5	\$ 450.00	\$ 675.00			
Dolores Leal	8/7/2025	Trial Prep. e/m's fr/to o/c; ofc conf w/OF/KS; e/m's fr/to client	7.30	\$ 1,200.00	\$ 8,760.00	\$ 895.00	\$ 6,533.50	also, vague as to nature and necessity of task; internal correspondence/conference No corresponding entries from Olivia Flechsig or Karis Stephens
Dolores Leal	8/8/2025	Trial Prep.e/m's to/for o/c; ofc conf w/OF	7.20	\$ 1,200.00	\$ 8,640.00	\$ 895.00	\$ 6,444.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/9/2025	Trial prep. e/m's fr/to OF; e/m's client; e/m to/for o/c	9.70	\$ 1,200.00	\$ 11,640.00	\$ 895.00	\$ 8,681.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/10/2025	Trial Prep.	6.50	\$ 1,200.00	\$ 7,800.00	\$ 895.00	\$ 5,817.50	also, vague as to nature and necessity of task
Dolores Leal	8/11/2025	Trial Prepare; comm. w/client; OF/KS; e/m's to/for Dr. Sobel atty; t/c Dr. Sobel	8.50	\$ 1,200.00	\$ 10,200.00	\$ 895.00	\$ 7,607.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/12/2025	Trial Prep; ofc conf w/OF/KS; mts w/client; e/m's fr/to o/c	9.80	\$ 1,200.00	\$ 11,760.00	\$ 895.00	\$ 8,771.00	also, vague as to nature and necessity of task; internal correspondence/conference

Block Billing, Duplicative Billing, and Overbilling

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Adjusted Amount	Reasons for Reduced Fees
Dolores Leal	8/13/2025	Trial Prepare; mtgs w/client; OF/RM/KS	10.70	\$ 1,200.00	\$ 12,840.00	\$ 895.00	\$ 9,576.50	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	8/14/2025	Prepare for trial w/ DL	2	\$ 650.00	\$ 1,300.00			also, vague as to nature and necessity of task
Olivia Flechsig	8/14/2025	Receipt & review email from O/C, DL re: witness avail.	0.25	\$ 650.00	\$ 162.50			also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/14/2025	Trial Prep; mts w/client, RM/OF	8.00	\$ 1,200.00	\$ 9,600.00	\$ 895.00	\$ 7,160.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/15/2025	Trial Prep. Mtg w/client/OF	7.50	\$ 1,200.00	\$ 9,000.00	\$ 895.00	\$ 6,712.50	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/16/2025	Tria; prep; mtg w/client; t/c OF	9.80	\$ 1,200.00	\$ 11,760.00	\$ 895.00	\$ 8,771.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	8/17/2025	Trial Prep.	8.20	\$ 1,200.00	\$ 9,840.00	\$ 895.00	\$ 7,339.00	also, vague as to nature and necessity of task
Dolores Leal	8/18/2025	Trial prep.	10.30	\$ 1,200.00	\$ 12,360.00	\$ 895.00	\$ 9,218.50	also, vague as to nature and necessity of task
Karis Stephen	8/18/2025	Review trial schedule and edit exhibits	6.7	\$ 450.00	\$ 3,015.00			excessive billing for exhibits which the parties already exchanged in final form
Olivia Flechsig	8/19/2025	Prepare for next day of trial	4	\$ 650.00	\$ 2,600.00			also, vague as to nature and necessity of task
Dolores Leal	8/19/2025	Trial; trial prep & w/OF, KS, SM	14.50	\$ 1,200.00	\$ 17,400.00	\$ 895.00	\$ 12,977.50	also, vague as to nature and necessity of task; internal correspondence/conference
Karis Stephen	8/19/2025	Attend trial; load and present exhibits in sanctions software; meet with DU/OF	10	\$ 450.00	\$ 4,500.00			also, internal correspondence/conference; technology and software tasks are administrative/clerical
Olivia Flechsig	8/20/2025	Prepare for next day of trial	4	\$ 650.00	\$ 2,600.00			also, vague as to nature and necessity of task
Dolores Leal	8/20/2025	Trial; trial prep & w/OF, KS, SM	14.80	\$ 1,200.00	\$ 17,760.00	\$ 895.00	\$ 13,246.00	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	8/21/2025	Prepare for next day of trial	5	\$ 650.00	\$ 3,250.00			also, vague as to nature and necessity of task
Olivia Flechsig	8/21/2025	Trial/ Arbitration	8	\$ 650.00	\$ 5,200.00			
Dolores Leal	8/21/2025	Trial; trial prep.	16.50	\$ 1,200.00	\$ 19,800.00	\$ 895.00	\$ 14,767.50	also, vague as to nature and necessity of task
Dolores Leal	8/22/2025	Trial prep; trial	10.30	\$ 1,200.00	\$ 12,360.00	\$ 895.00	\$ 9,218.50	also, vague as to nature and necessity of task
Dolores Leal	8/27/2025	Draft proposed judgmt.	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	excessive billing; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	8/28/2025	Telephone Call from att Gholbert re: Dr. Sobel; e/m to GH	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	
Dolores Leal	9/3/2025	Draft emails to/fr client; OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	9/3/2025	Receipt & review email from Court w/Judgmt; e/m to/from Whernandez.	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	The email from the clerk was two lines - \$240 is overbilling
Dolores Leal	9/9/2025	Draft DYL atty fee Decln; revirw. Cost bill	2.80	\$ 1,200.00	\$ 3,360.00	\$ 895.00	\$ 2,506.00	

TOTAL	483.97	\$ 488,405.50	\$ 295,618.50
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30% Reduction	\$ 146,521.65	\$ 88,685.55
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EXHIBIT A-4

Vague Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Reduced amount	Reasons for reduced fees
Dolores Leal	1/12/2023	T/C w/prospective M Snookal	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	vague as to nature and necessity of task
Dolores Leal	1/13/2023	Emails from/to Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task - no subject matter
Dolores Leal	1/31/2023	Consultation	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50	vague as to nature and necessity of task
Dolores Leal	2/2/2023	Emails to/from Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task - no subject matter
Dolores Leal	3/1/2023	Emails from/to Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task - no subject matter
Dolores Leal	3/8/2023	Email from/to Snookal	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task - no subject matter
Dolores Leal	4/12/2023	Elm to client; Review file	0.7	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50	vague as to nature and necessity of task - no subject matter
Dolores Leal	4/13/2023	Legal Research	2.5	\$ 1,200.00	\$ 3,000.00	\$ 895.00	\$ 2,237.50	also, inefficient staffing - partner performing associate or paralegal work
Dolores Leal	4/13/2023	Review DFEH file	4.8	\$ 1,200.00	\$ 5,760.00	\$ 895.00	\$ 4,296.00	also, excessive billing
Dolores Leal	4/14/2023	Draft ltr to co	1.8	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	5/11/2023	Draft 2nd Letter to co.	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Olivia Flechsig	6/29/2023	Review file, client docs	2	\$ 650.00	\$ 1,300.00	\$ 477.00	\$ 954.00	vague as to nature and necessity of task - no subject matter
Olivia Flechsig	6/30/2023	Legal Research	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70	vague as to nature and necessity of task - no subject matter
Dolores Leal	6/30/2023	Review draft complaint	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Olivia Flechsig	7/11/2023	Review & Revise complaint	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Olivia Flechsig	7/12/2023	Draft and edit complaint	3	\$ 650.00	\$ 1,950.00	\$ 477.00	\$ 1,431.00	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Dolores Leal	7/12/2023	Review draft complaint revsns by OF; elm's fr/to OF	0.5	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys; internal correspondence/conference
Olivia Flechsig	7/18/2023	Review & Revise complaint	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Olivia Flechsig	7/19/2023	Review & Revise complaint, email client revised complaint	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Olivia Flechsig	7/24/2023	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	7/27/2023	Review & Revise complaint	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 339.90	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Olivia Flechsig	7/31/2023	Review & Revise complaint	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	also, excessive billing - more than 9.5 hours drafting complaint by two attorneys
Olivia Flechsig	8/9/2023	Draft email to/receive email from client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task
Dolores Leal	8/15/2023	Draft email to/from o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	8/15/2023	Receipt & review email from/to o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	8/21/2023	Draft emails to/fr o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	9/23/2023	Receipt & review email from/to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Dolores Leal	9/30/2023	Receipt & review email w/Answer	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	vague as to nature and necessity of task
Dolores Leal	11/9/2023	Review file	1	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00	also, duplicative/repetitive review of file/documents
Olivia Flechsig	11/9/2023	Telephone Conference with TKennedy & DL	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20	also, duplicative staffing
Dolores Leal	11/9/2023	Telephone Conference with TKennedy & OF	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00	\$ 537.00	also, duplicative staffing
Olivia Flechsig	11/13/2023	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Dolores Leal	12/4/2023	Review file	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, duplicative/repetitive review of file/documents
Dolores Leal	1/31/2024	Draft email to client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Dolores Leal	2/1/2024	Receipt & review email from client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	2/15/2024	Draft email to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	3/12/2024	Draft emails to/fr o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	3/26/2024	Draft email to/fr client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	3/28/2024	Draft email to/fr o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	3/28/2024	Draft emails to/fr client	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	vague as to nature and necessity of task
Dolores Leal	4/2/2024	Review client docs/organize for production	1.5	\$ 1,200.00	\$ 1,800.00	\$ 895.00	\$ 1,342.50	also, duplicative/repetitive review of file/documents; inefficient staffing - partner performing associate or paralegal tasks
Dolores Leal	4/4/2024	Review client docs; identify docs for depos	2.3	\$ 1,200.00	\$ 2,760.00	\$ 895.00	\$ 2,058.50	
Dolores Leal	4/5/2024	Draft emails to/fr client client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Dolores Leal	4/5/2024	Review docs; identify for depos	1.8	\$ 1,200.00	\$ 2,160.00	\$ 895.00	\$ 1,611.00	
Dolores Leal	4/16/2024	Receipt & review email from o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	4/17/2024	Draft email to o/c	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	
Dolores Leal	4/23/2024	Receipt & review email from o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Dolores Leal	5/21/2024	Draft email to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	5/21/2024	Draft email to economist CB	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	5/22/2024	Draft email to Cbaum	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	
Dolores Leal	5/22/2024	Receipt & review email from/to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	6/4/2024	Draft email to/fr expert Cbaum	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Dolores Leal	6/6/2024	Receipt & review email from/to Cbaum	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	
Dolores Leal	6/17/2024	Receipt & review email from/to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	6/21/2024	Draft email to Cbaum	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	
Dolores Leal	6/21/2024	Telephone Conference with client & OF	0.75	\$ 1,200.00	\$ 900.00	\$ 895.00	\$ 671.25	also, inefficient staffing - duplicative work performed
Olivia Flechsig	6/21/2024	Draft email to econ expert	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Olivia Flechsig	6/21/2024	Meeting With client, DL	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	also, inefficient staffing - duplicative work performed
Olivia Flechsig	6/24/2024	Legal Research	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	
Dolores Leal	6/24/2024	Review file - mediation prep	3.7	\$ 1,200.00	\$ 4,440.00	\$ 895.00	\$ 3,311.50	also, duplicative/repetitive review of file/documents
Olivia Flechsig	6/25/2024	Draft email to/from econ expert	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	6/26/2024	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	6/26/2024	Draft email to/from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	6/28/2024	Draft email to/from mediator	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Olivia Flechsig	6/28/2024	Telephone Conferenced with client	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	
Olivia Flechsig	7/1/2024	Draft email to mediator	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	7/1/2024	Draft email to/receive email from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Dolores Leal	7/1/2024	Telephone Conference with client & OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	also, inefficient staffing - duplicative work performed

Vague Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Reduced amount	Reasons for reduced fees
Olivia Flechsig	7/1/2024	Telephone Conference with client, DL	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	also, inefficient staffing - duplicative work performed
Olivia Flechsig	7/1/2024	Review & Revise	0.8	\$ 650.00	\$ 520.00	\$ 477.00	\$ 381.60	vague as to nature and necessity of task - REVIEW AND REVISE WHAT???
Olivia Flechsig	7/1/2024	Telephone Conference with client	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	vague as to nature and necessity of task
Dolores Leal	7/22/2024	Receipt & review email from/to o/c	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Dolores Leal	7/29/2024	Draft email to o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	7/30/2024	Draft email to/fr client	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Dolores Leal	7/31/2024	Receipt & review email from/to o/c	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task; no subject matter or identification as to "o/c"
Olivia Flechsig	8/12/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	8/13/2024	Review file - Charles Baum report	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40	also, duplicative/repetitive review of file/documents
Olivia Flechsig	8/14/2024	Telephone Conference with client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Olivia Flechsig	8/14/2024	Telephone Call (vmail/email to) econ expert	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Dolores Leal	8/15/2024	Receipt & review emails from/to A Reddock-Wright	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Olivia Flechsig	8/15/2024	Telephone Call to Charles Baum	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	8/16/2024	Draft email to/call to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task
Olivia Flechsig	8/19/2024	Draft email to/from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	8/26/2024	Research - finding expert witness	1.33	\$ 650.00	\$ 864.50	\$ 477.00	\$ 634.41	
Dolores Leal	8/27/2024	Draft email to client	0.1	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Olivia Flechsig	8/27/2024	Draft email to/from client, DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, internal correspondence/conference
Olivia Flechsig	8/28/2024	Telephone Conference with NG re: trial strategy	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	there is no indication of who "NG" is - not a participant in this matter
Olivia Flechsig	8/29/2024	Draft email to/from O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	8/29/2024	Review file (prep for taking depositions)	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50	also, duplicative/repetitive review of file/documents
Olivia Flechsig	8/30/2024	Telephone Conference with client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Dolores Leal	8/30/2024	Deposition Dr. Scott Levy	3	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00	also, inefficient staffing - duplicative work performed; inconsistent billing compared to Olivia Flechsig
Olivia Flechsig	8/30/2024	Deposition of Scott Levy	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00	also, inefficient staffing - duplicative work performed; inconsistent billing compared to Dolores Leal
Olivia Flechsig	9/3/2024	Draft email to O/C	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	
Olivia Flechsig	9/5/2024	Telephone Call from O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task - NO SUBJECT MATTER
Dolores Leal	9/11/2024	Review file	3.8	\$ 1,200.00	\$ 4,560.00	\$ 895.00	\$ 3,401.00	also, duplicative/repetitive review of file/documents
Dolores Leal	9/17/2024	Review docs/depo outline	1.70	\$ 1,200.00	\$ 2,040.00	\$ 895.00	\$ 1,521.50	also, duplicative/repetitive review of file/documents
Olivia Flechsig	10/1/2024	Draft email to/receive email from O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task- WHAT DEPOSITION??
Olivia Flechsig	10/3/2024	Review file - Defendant MSJ Brief	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80	also, duplicative/repetitive review of file/documents
Olivia Flechsig	10/7/2024	Telephone Conference with cardiology expert	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20	
Olivia Flechsig	10/8/2024	Meeting With JP re: prepaing Opp	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	there is no indication of who "JP" is - not a participant in this matter
Olivia Flechsig	10/8/2024	Review & Revise agreement	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- what agreement?
Olivia Flechsig	10/9/2024	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	10/9/2024	Telephone Calls from cardiology expert	1.33	\$ 650.00	\$ 864.50	\$ 477.00	\$ 634.41	
Olivia Flechsig	10/9/2024	Telephone Calls to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	10/10/2024	Telephone Call from Sarah Fan (O/C, follow up email re: same)	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	
Olivia Flechsig	10/11/2024	Draft email to/from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	10/11/2024	Review file - defendant MSJ Deel. and Exhibits	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	also, duplicative/repetitive review of file/documents
Olivia Flechsig	10/11/2024	Review file - Thalia Tse Depo Transcript	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	also, duplicative/repetitive review of file/documents
Olivia Flechsig	10/16/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task - same or different email on same day
Olivia Flechsig	10/21/2024	Receipt & review email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Dolores Leal	10/21/2024	Receipt & review email from/to client	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	
Olivia Flechsig	10/29/2024	Telephone Call to O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Dolores Leal	11/1/2024	Telephone Call from Robert Mussig	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Dolores Leal	11/3/2024	Draft email to R Mussig	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	
Olivia Flechsig	11/4/2024	Review file - scheduling/planning review	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	also, duplicative/repetitive review of file/documents
Dolores Leal	11/4/2024	Telephone Call from R Mussig	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	
Olivia Flechsig	11/4/2024	Telephone Call to MS	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- who is MS??
Olivia Flechsig	11/5/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Dolores Leal	11/11/2024	Receipt & review email from/to o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	
Karis Stephen	11/11/2024	Review file	3	\$ 450.00	\$ 1,350.00	\$ 400.00	\$ 1,200.00	also, duplicative/repetitive review of file/documents
Olivia Flechsig	11/11/2024	Review file - MSJ Response	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	also, duplicative/repetitive review of file/documents
Olivia Flechsig	11/13/2024	Telephone Call to client w/ update	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	vague as to nature and necessity of task
Olivia Flechsig	11/15/2024	Draft email to/from O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	12/11/2024	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	12/17/2024	Draft email to O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	1/2/2025	Draft email to client/receive email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	1/2/2025	Telephone Call to Dr. Khan	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Olivia Flechsig	1/2/2025	Telephone Call/notes re: same to Linda Lou Engel	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Dolores Leal	1/6/2025	Receipt & review email from/to o/c	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	vague as to nature and necessity of task
Olivia Flechsig	1/23/2025	Draft email to/receive email from client	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	vague as to nature and necessity of task
Olivia Flechsig	1/24/2025	Draft email to Dr. Reading	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Olivia Flechsig	1/24/2025	Draft email to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	1/24/2025	Telephone Conference with client	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	vague as to nature and necessity of task
Olivia Flechsig	1/27/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	1/29/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	1/29/2025	Telephone Conference with Dr. M	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20	vague as to nature and necessity of task

Vague Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Reduced amount	Reasons for reduced fees
Olivia Flechsig	1/29/2025	Telephone Conference with Dr. M	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	1/29/2025	Deposition - Dr. M	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50	
Olivia Flechsig	1/29/2025	Draft email to Linda Lou Engel	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	
Dolores Leal	2/3/2025	Receipt & review email/ltr from o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task
Olivia Flechsig	2/3/2025	Review file - outstanding discovery issues	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	also, duplicative/repetitive review of file/documents
Olivia Flechsig	2/5/2025	Draft email to Dr. Reading	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	2/5/2025	Telephone Conference with S. Fan re: M&C re: disco issues	1.2	\$ 650.00	\$ 780.00	\$ 477.00	\$ 572.40	
Dolores Leal	2/10/2025	Receipt & review email from/to C Baum	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	
Olivia Flechsig	2/11/2025	Draft email to/from Linda Lou Engel	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	2/13/2025	Telephone Call to Dr. Reading's Office	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task - "a call to"
Olivia Flechsig	2/19/2025	Telephone Call/email to Dr. Reading	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Olivia Flechsig	2/21/2025	Draft email to/from O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	2/24/2025	Telephone Call to O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- NO SUBJECT MATTER
Dolores Leal	2/24/2025	Receipt & review emails from o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	
Olivia Flechsig	2/26/2025	Receipt & review email from O/C	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	3/5/2025	Legal Research	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	About what???
Olivia Flechsig	3/10/2025	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	3/13/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	3/13/2025	Draft email to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	3/13/2025	Legal Research for MSJ Opp	3.25	\$ 650.00	\$ 2,112.50	\$ 477.00	\$ 1,550.25	
Olivia Flechsig	3/17/2025	Draft email to/from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	4/7/2025	Draft email to/receive email from client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Dolores Leal	4/9/2025	Draft emails to/from o/c	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	4/25/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	4/25/2025	Draft email to clerk	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	4/28/2025	Draft email to O/C	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	4/30/2025	Draft email to O/C	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	5/6/2025	Telephone Call to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task
Olivia Flechsig	5/8/2025	Draft email to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task
Olivia Flechsig	6/11/2025	Draft email to/receive email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task
Olivia Flechsig	6/12/2025	Legal Research	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task- NO SUBJECT MATTER
Olivia Flechsig	6/12/2025	Telephone Conference with client, DL	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	vague as to nature and necessity of task
Olivia Flechsig	6/13/2025	Draft email to mediator	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	vague as to nature and necessity of task
Olivia Flechsig	6/13/2025	Telephone Call to potential witness	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	
Olivia Flechsig	6/26/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	6/27/2025	Legal Research	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	vague as to nature and necessity of task
Olivia Flechsig	6/30/2025	Draft email to/receive email from client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	7/2/2025	Telephone Call to Dr. Baum	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Olivia Flechsig	7/7/2025	Telephone Conference with mediator	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	
Dolores Leal	7/8/2025	Receipt & review email from/to mediator ARW	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	
Olivia Flechsig	7/9/2025	Draft email to client	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task
Olivia Flechsig	7/15/2025	Review file	2.7	\$ 650.00	\$ 1,755.00	\$ 477.00	\$ 1,287.90	also, duplicative/repetitive review of file/documents AS TO WHAT
Olivia Flechsig	7/16/2025	Review file	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	also, duplicative/repetitive review of file/documents AS TO WHAT
Olivia Flechsig	7/17/2025	Telephone Conference with Expert	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Dolores Leal	7/21/2025	Receipt & review email from/to o/c	0.10	\$ 1,200.00	\$ 120.00	\$ 895.00	\$ 89.50	vague as to nature and necessity of task
Olivia Flechsig	7/29/2025	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	7/29/2025	Court Appearance	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	
Olivia Flechsig	7/29/2025	Prepare for FPTC	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task - NO SUBJECT MATTER
Dolores Leal	7/29/2025	Review Dr depositions - prep. Designations.	3.30	\$ 1,200.00	\$ 3,960.00	\$ 895.00	\$ 2,953.50	vague as to nature and necessity of task - NO SUBJECT MATTER
Dolores Leal	7/29/2025	Review pre-trial doc pleadings	0.70	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	7/30/2025	Prepare - Trial	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	7/31/2025	Draft email to client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task - NO SUBJECT MATTER
Dolores Leal	7/31/2025	Draft email to o/c	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	7/31/2025	Legal Research	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	8/1/2025	Legal Research	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	8/3/2025	Legal Research - Trial prep	2.2	\$ 650.00	\$ 1,430.00	\$ 477.00	\$ 1,049.40	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	8/3/2025	Prepare - Trial prep	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	8/4/2025	Draft email to witness	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/5/2025	Draft email to witness	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/5/2025	Draft email to witness	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/5/2025	Draft emails to/receive emails from witness	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/7/2025	Draft email to client	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	8/11/2025	Telephone Conference with witness	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/12/2025	Telephone Conference with witness	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/13/2025	Draft email to witness	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/13/2025	Draft email to witness	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/14/2025	Telephone Conference with witness	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/14/2025	Telephone Conference with witness	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	vague as to nature and necessity of task- WHICH WITNESS
Olivia Flechsig	8/14/2025	Legal Research for trial	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	8/14/2025	Meeting With client	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	vague as to nature and necessity of task - NO SUBJECT MATTER

Vague Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Reduced amount	Reasons for reduced fees
Dolores Leal	8/28/2025	Telephone Call from att Gholbert re: Dr. Sobel; e/m to GH	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	vague as to nature and necessity of task - NO SUBJECT MATTER
Olivia Flechsig	9/10/2025	Draft emails to/receive emails from client	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	vague as to nature and necessity of task - NO SUBJECT MATTER
TOTAL			119.27		\$ 103,243.00		\$ 76,662.09	

EXHIBIT A-5

Erroneous and Inconsistent Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Reduced Amount	Reason for Reduction in Fees
Olivia Flechsig	4/15/2023	Office cont with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task
Olivia Flechsig	6/29/2023	Meeting With D. Leal re: case	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task
Dolores Leal	10/10/2023	Office Conference with OF re: sched order; send elm to o/c	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	no corresponding entry from Olivia Flechsig
Dolores Leal	11/28/2023	Office Conference with OF; re: Rule 26(a) draft rpt.	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	no corresponding entry from Olivia Flechsig
Olivia Flechsig	12/5/2023	Travel Time - to/from scheduling conference	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	excessive and inconsistent billing for travel time compared to Dolores Leal
Dolores Leal	12/5/2023	Travel to/from & Court Appearance -sched. conf	2.6	\$ 1,200.00	\$ 3,120.00	\$ 895.00	\$ 2,327.00	excessive and inconsistent billing for travel time compared to Olivia Flechsig
Olivia Flechsig	2/27/2024	Meeting With DL re: case action items	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task
Olivia Flechsig	4/2/2024	Meeting With DL re: case status	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task
Dolores Leal	5/9/2024	Meeting With client & OF re: depo	3	\$ 1,200.00	\$ 3,600.00	\$ 895.00	\$ 2,685.00	excessive and inconsistent billing for same meeting by Olivia Flechsig
Olivia Flechsig	5/9/2024	Meeting With Client and prep for same	1.1	\$ 650.00	\$ 715.00	\$ 477.00	\$ 524.70	inconsistent billing for same meeting by Dolores Leal
Dolores Leal	5/10/2024	Travel to/from Deposition - client	9.8	\$ 1,200.00	\$ 11,760.00	\$ 895.00	\$ 8,771.00	excessive billing for travel time to Sheppard Mullin downtown Los Angeles office
Olivia Flechsig	6/3/2024	Meeting With DL re: Case Updates	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task
Olivia Flechsig	6/26/2024	Telephone Conference with client, DL	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	inconsistent billing compared to Dolores Leal for the same telephone call; also, internal correspondence/conference
Olivia Flechsig	6/26/2024	Telephone Conference with mediator, DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	inconsistent billing compared to Dolores Leal for the same telephone call; also, internal correspondence/conference
Dolores Leal	6/26/2024	Draft email to mediator; tic from mediator & OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	inconsistent billing compared to Olivia Flechsig for the same telephone call; also, internal correspondence/conference
Dolores Leal	6/26/2024	Receipt & review email from/to client; OF; tic w/client & OF	0.4	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	inconsistent billing compared to Olivia Flechsig for the same telephone call; also, internal correspondence/conference
Olivia Flechsig	8/12/2024	Meeting With DL re: case planning	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	9/12/2024	Meeting With DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task; internal correspondence/conference
Dolores Leal	9/13/2024	Deposition - T Tse	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	inconsistent billing compared to Olivia Flechsig for the same deposition; also, internal correspondence/conference
Olivia Flechsig	9/13/2024	Deposition of Thalia Tse	3.25	\$ 650.00	\$ 2,112.50	\$ 477.00	\$ 1,550.25	inconsistent billing compared to Dolores Leal for the same deposition; also, internal correspondence/conference
Dolores Leal	9/20/2024	Office Conference with RM	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	no corresponding entry from Renee Mochkatel; also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	10/10/2024	Meeting With DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal; also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	10/16/2024	Meeting With DL re: Opp to MSJ	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal; also, internal correspondence/conference
Olivia Flechsig	10/17/2024	Meeting With DL to discuss formatting of Opp to MSJ	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	inconsistent billing compared to Dolores Leal for the same meeting; also, internal correspondence/conference
Dolores Leal	10/17/2024	Office Conference with OF; e/m's to o/c	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	inconsistent billing compared to Olivia Flechsig for the same meeting; also, internal correspondence/conference
Olivia Flechsig	10/31/2024	Office conference with DL	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	also, vague as to nature and necessity of task; duplicative billing (see below); internal correspondence/conference
Olivia Flechsig	10/31/2024	Meeting With DL re: outstanding disco issues	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	duplicative billing
Dolores Leal	10/31/2024	Office Conferences with OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	11/12/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task; duplicative billing (see below); internal correspondence/conference
Olivia Flechsig	11/12/2024	Meeting With DL re; supplementing MSJ	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	duplicative billing; internal correspondence/conference
Dolores Leal	11/12/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	also, vague as to nature and necessity of task; internal correspondence/conference
Olivia Flechsig	11/12/2024	Meeting With KS re: Mills	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Karis Stephens for the same meeting; also, internal correspondence/conference
Olivia Flechsig	11/21/2024	Meeting With DL and KS re: pretrial filings	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	no corresponding entries from Dolores Leal or Karis Stephens for the same meeting; also, internal correspondence/conference
Dolores Leal	1/15/2025	Office conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	inconsistent billing compared to Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task;
Olivia Flechsig	1/15/2025	Meeting With DL re: expert discovery	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	inconsistent billing compared to Dolores Leal for the same meeting; also, internal correspondence/conference
Dolores Leal	2/3/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	no corresponding entry from Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task;
Dolores Leal	2/6/2025	Office conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	no corresponding entry from Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task;
Dolores Leal	2/10/2025	Office conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	no corresponding entry from Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task;
Dolores Leal	2/11/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	inconsistent billing compared to Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task;
Olivia Flechsig	2/11/2025	Meeting With DL re: outstanding discovery issues	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	inconsistent billing compared to Dolores Leal for the same meeting; also, internal correspondence/conference
Dolores Leal	3/12/2025	Telephone Conference with OF re: def late discov prodn	0.40	\$ 1,200.00	\$ 480.00	\$ 895.00	\$ 358.00	no corresponding entry from Olivia Flechsig for the same telephone conference; also, internal correspondence/conference

Exhibit A-5

Erroneous and Inconsistent Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Reduced Amount	Reason for Reduction in Fees
Dolores Leal	3/25/2025	Receipt & review msgsl from/to OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00	\$ 179.00	no corresponding entries from Olivia Flechsig for the same messages; also, internal correspondence/conference
Dolores Leal	5/5/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	inconsistent billing compared to Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task
Olivia Flechsig	5/5/2025	Meeting With DL re: outstanding disco disputes	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	inconsistent billing compared to Dolores Leal for the same meeting; also, internal correspondence/conference
Olivia Flechsig	5/8/2025	Court Appearance - hearing on Chevron MSJ	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50	inconsistent billing for hearing appearance and travel time compared to Dolores Leal
Olivia Flechsig	5/8/2025	Travel Time to/from court for hearing on MSJ	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25	inconsistent billing for hearing appearance and travel time compared to Dolores Leal
Dolores Leal	5/8/2025	Travel to/from Court Appearance and MSJ	3.50	\$ 1,200.00	\$ 4,200.00	\$ 895.00	\$ 3,132.50	inconsistent billing for hearing appearance and travel time compared to Olivia Flechsig
Olivia Flechsig	6/11/2025	Meeting With DL re: Order Re: Chevron MSJ	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Olivia Flechsig for the same meeting; also, internal correspondence/conference
Olivia Flechsig	6/12/2025	Meeting With DL re: case strategy	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	inconsistent billing for meeting compared to Dolores Leal; also, internal correspondence/conference; vague as to nature and necessity of task
Dolores Leal	6/12/2025	Office Conference with OF	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00	\$ 447.50	inconsistent billing for meeting compared to Olivia Flechsig; also, internal correspondence/conference; vague as to nature and necessity of task
Dolores Leal	6/16/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00	\$ 268.50	no corresponding entry from Olivia Flechsig for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task
Olivia Flechsig	6/18/2025	Receipt & review email from DL (internal)	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal for the same email; also, internal correspondence/conference; vague as to nature and necessity of task
Olivia Flechsig	6/23/2025	Meeting With DL re: trial prep	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal for the same email; also, internal correspondence/conference; vague as to nature and necessity of task
Dolores Leal	6/27/2025	Prospective CALLS	1.00	\$ 1,200.00	\$ 1,200.00	\$ 895.00	\$ 895.00	Appear to be calls from prospective clients - unrelated to this matter
Olivia Flechsig	7/17/2025	Telephone Conference with DL Re: Trial	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	no corresponding entry from Dolores Leal for the same telephone conference; also, internal correspondence/conference; vague as to nature and necessity of task
Olivia Flechsig	7/28/2025	Telephone Conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	no corresponding entry from Dolores Leal for the same telephone conference; also, internal correspondence/conference; vague as to nature and necessity of task
Dolores Leal	7/29/2025	Travel to/fr PTC Court Appearance	2.80	\$ 1,200.00	\$ 3,360.00	\$ -	\$ -	excessive billing for travel time
Olivia Flechsig	7/29/2025	Travel Time to/from Final Pretrial conference	1.75	\$ 650.00	\$ 1,137.50	\$ -	\$ -	excessive billing for travel time
Olivia Flechsig	7/31/2025	Meeting With DL Re: Trial Prep	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30	inconsistent billing for the same meeting compared to Dolores Leal; also, internal correspondence/conference
Dolores Leal	7/31/2025	Office Conference with OF	0.70	\$ 1,200.00	\$ 840.00	\$ 895.00	\$ 626.50	inconsistent billing for the same meeting compared to Olivia Flechsig; also, internal correspondence/conference
Olivia Flechsig	8/4/2025	Meeting With DL, follow-up email to DL re: same	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	no corresponding entry from Dolores Leal for the same meeting; also, internal correspondence/conference; vague as to nature and necessity of task
Olivia Flechsig	8/11/2025	Travel Time to/from court for courtroom AV test/demo	1.75	\$ 650.00	\$ 1,137.50	\$ 477.00	\$ 834.75	excessive billing for travel time (travel time is not compensable) Attorneys are in LA
Karis Stephen	8/14/2025	Discuss trial and prep	2.1	\$ 450.00	\$ 945.00	\$ -	\$ -	no corresponding entries from other attorneys; also, internal correspondence/conference; vague as to nature and necessity of task- - training hours at most
Sabrina Medler	8/15/2025	Meeting With OF re assignment	0.25	\$ 450.00	\$ 112.50	\$ -	\$ -	no corresponding entry from Olivia Flechsig; also, internal correspondence/conference; vague as to nature and necessity of task
Karis Stephen	8/18/2025	Discuss trial logistics with DL	0.2	\$ 450.00	\$ 90.00	\$ -	\$ -	no corresponding entry from Dolores Leal; also, internal correspondence/conference; vague as to nature and necessity of task
Olivia Flechsig	8/19/2025	Travel Time to/from Trial	1.75	\$ 650.00	\$ 1,137.50	\$ -	\$ -	excessive billing for travel time (travel time is not compensable)
Sabrina Medler	8/19/2025	Trial / Arbitration -- attended trial	8	\$ 450.00	\$ 3,600.00	\$ -	\$ -	Ms. Medler was not present at Plaintiff's counsel's table at trial or did she make an appearance; excessive/duplicative billing- training hours at most
Sabrina Medler	8/21/2025	Meeting With trial team to assist with closing argument	3.75	\$ 450.00	\$ 1,687.50	\$ -	\$ -	no corresponding entries from other attorneys; also, internal correspondence/conference- training hours for first year associate
Sabrina Medler	8/22/2025	Trial / Arbitration -- attended trial	4.95	\$ 450.00	\$ 2,227.50	\$ -	\$ -	Ms. Medler was not present at Plaintiff's counsel's table at trial; excessive/duplicative billing- training hours at most
Olivia Flechsig	8/25/2025	Travel Time to/from trial	2.5	\$ 650.00	\$ 1,625.00	\$ 477.00	\$ 1,192.50	excessive billing for travel time (travel time not compensable) attorneys are in LA
Karis Stephen	8/25/2025	Attend and participate in trial	6	\$ 450.00	\$ 2,700.00	\$ -	\$ -	excessive billing - jury returned a note indicating they reached a verdict at 1:10PM; verdict was read and jury polled by 1:36 PM; inconsistent compared to time billed by Dolores Leal
Olivia Flechsig	8/25/2025	Trial / Arbitration - jury delib.	6	\$ 650.00	\$ 3,900.00	\$ 477.00	\$ 2,862.00	excessive billing - jury returned a note indicating they reached a verdict at 1:10PM; verdict was read and jury polled by 1:36 PM; inconsistent compared to time billed by Dolores Leal
TOTAL			88.32		\$ 70,398.00		\$ 39,619.29	

EXHIBIT A-6

Administrative & Clerical Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Adjusted Amount at Reduced Rate	Reason for Reduction
Olivia Flechsig	10/10/2023	Organize file - calendaring court deadlines	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	calendaring is an administrative/clerical task
Olivia Flechsig	11/30/2023	Prepare, File & Serve - Initial Disclosures	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	filing/service is an administrative/clerical task
Olivia Flechsig	12/15/2023	Review & Revise court dates, reviewing court orders and statutes re: same	1.25	\$ 650.00	\$ 812.50	\$ 477.00	\$ 596.25	calendaring is an administrative/clerical task
Olivia Flechsig	7/10/2024	Prepare depo schedule, calendaring for same	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	calendaring is an administrative/clerical task
Olivia Flechsig	8/12/2024	Draft email to deposition scheduler	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	calendaring is an administrative/clerical task
Olivia Flechsig	8/29/2024	Prepare, File & Serve joint stip to continue motion cutoff	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	filing/service is an administrative/clerical task
Olivia Flechsig	9/4/2024	Organize file - indexing defense document production	3.2	\$ 650.00	\$ 2,080.00	\$ 477.00	\$ 1,526.40	file organization is an administrative/clerical task
Olivia Flechsig	9/13/2024	Review file and index new defense doc production	0.9	\$ 650.00	\$ 585.00	\$ 477.00	\$ 429.30	file organization is an administrative/clerical task
Olivia Flechsig	10/17/2024	Prepare, File & Serve w/ JP - opp to MSJ docs	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	filing/service is an administrative/clerical task
Olivia Flechsig	10/28/2024	Review file - calendaring depositions	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	calendaring is an administrative/clerical task
Olivia Flechsig	11/11/2024	Organize file/doc review - indexing doc production	1.5	\$ 650.00	\$ 975.00	\$ 477.00	\$ 715.50	file organization is an administrative/clerical task
Olivia Flechsig	11/11/2024	Review file and indexing new defense doc production	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	file organization is an administrative/clerical task
Karis Stephen	11/15/2024	Deposition - observation	2.5	\$ 450.00	\$ 1,125.00	\$ 400.00	\$ 1,000.00	training - observing a deposition is not compensable
Olivia Flechsig	11/19/2024	Organize file - sending to expert cardiologist for review	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	file organization is an administrative/clerical task
Olivia Flechsig	12/2/2024	Review & Revise calendaring in light of discovery continuance	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	calendaring is an administrative/clerical task
Olivia Flechsig	1/27/2025	Organize file - indexing doc production	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	file organization is an administrative/clerical task
Olivia Flechsig	1/27/2025	Preparing expert retainer paperwork	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	vendor retention is an administrative/clerical task
Olivia Flechsig	1/29/2025	Organize file	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	file organization is an administrative/clerical task
Olivia Flechsig	1/30/2025	Draft emails to experts, O/C re: invoicing and scheduling retained expert depositions	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	invoicing is an administrative/clerical task
Olivia Flechsig	1/31/2025	Organize file - plaintiff doc production	2.6	\$ 650.00	\$ 1,690.00	\$ 477.00	\$ 1,240.20	file organization is an administrative/clerical task
Olivia Flechsig	2/11/2025	Draft emails re: Marmurean invoicing	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	invoicing is an administrative/clerical task
Olivia Flechsig	3/3/2025	Draft email (internal) re: invoicing	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	invoicing is an administrative/clerical task
Olivia Flechsig	3/12/2025	Review file - indexing new client docs	4	\$ 650.00	\$ 2,600.00	\$ 477.00	\$ 1,908.00	file organization is an administrative/clerical task
Olivia Flechsig	3/20/2025	Prepare MSJ Opp and accompanying docs for service	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	filing/service is an administrative/clerical task
Olivia Flechsig	5/8/2025	Office Administration - checking Defendant discovery response deadlines	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	calendaring is an administrative/clerical task
Olivia Flechsig	5/27/2025	Prepare, File & Serve - overseeing filing of joint status report re: disco	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	filing/service is an administrative/clerical task
Olivia Flechsig	6/10/2025	Review & Revise - calendaring of pretrial deadlines, review of standing order, civ. trial order, revised deadlines	1.4	\$ 650.00	\$ 910.00	\$ 477.00	\$ 667.80	calendaring is an administrative/clerical task; excessive billing
Karis Stephen	7/31/2025	Trial prep meeting w/ OF and DL; schedule courtroom NV tutorial and Lexis demo	0.7	\$ 450.00	\$ 315.00	\$ 400.00	\$ 280.00	training - technology demonstrations, tutorials, etc. are not compensable
Karis Stephen	8/4/2025	Attend Lexis sanctions training for upcoming trial	0.5	\$ 450.00	\$ 225.00	\$ 400.00	\$ 200.00	training - technology demonstrations, tutorials, etc. are not compensable
Karis Stephen	8/4/2025	Call courtroom to schedule NV training for trial	0.1	\$ 450.00	\$ 45.00	\$ 400.00	\$ 40.00	training - technology demonstrations, tutorials, etc. are not compensable
Olivia Flechsig	8/4/2025	IT & Forensics Work on Matter - Trial Presentation Software Prep	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	technology and software tasks are administrative/clerical tasks
Olivia Flechsig	8/4/2025	Meeting With Legal Assistant re: trial prep	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	meeting with legal assistant is a administrative/clerical task
Karis Stephen	8/5/2025	Attend Lexis sanctions training part 2	0.9	\$ 450.00	\$ 405.00	\$ -	\$ -	training - technology demonstrations, tutorials, etc. are not compensable- CAN BE USED FOR ALL CASES
Karis Stephen	8/11/2025	Attend NV courtroom tech tutorial for trial	1	\$ 450.00	\$ 450.00	\$ -	\$ -	training - technology demonstrations, tutorials, etc. are not compensable - CAN BE USED FOR ALL CASES
Olivia Flechsig	8/11/2025	Draft email to court clerk re: logistical questions	0.25	\$ 650.00	\$ 162.50	\$ -	\$ -	logistics are administrative/clerical tasks
Olivia Flechsig	8/11/2025	Prepare - courtroom AV test	0.4	\$ 650.00	\$ 260.00	\$ -	\$ -	technology and software tasks are administrative/clerical tasks
Karis Stephen	8/12/2025	Install sanction	0.2	\$ 450.00	\$ 90.00	\$ -	\$ -	installation of technology and software program is administrative/clerical -
Karis Stephen	8/12/2025	Trial logistics set up - printer prep	0.5	\$ 450.00	\$ 225.00	\$ -	\$ -	technology and software tasks are administrative/clerical tasks
Karis Stephen	8/13/2025	Assist OF with PPT design	1.6	\$ 450.00	\$ 720.00	\$ 400.00	\$ 640.00	technology and software tasks are administrative/clerical tasks
Olivia Flechsig	8/13/2025	IT & Forensics Work on Matter - Trial Pres Software prep	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	technology and software tasks are administrative/clerical tasks
Karis Stephen	8/13/2025	Test sanctions software to display exhibits for snook trial	1	\$ 450.00	\$ 450.00	\$ 400.00	\$ 400.00	technology and software tasks are administrative/clerical tasks
Karis Stephen	8/13/2025	Trial exhibits organization	0.2	\$ 450.00	\$ 90.00	\$ 400.00	\$ 80.00	file organization is an administrative/clerical task
Olivia Flechsig	8/14/2025	Organize file - witness exhibit lists for witness binders	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	file organization is an administrative/clerical task
Karis Stephen	8/15/2025	Load exhibits into sanction and test out the software; draft closing argument	3.5	\$ 450.00	\$ 1,575.00	\$ -	\$ -	technology and software tasks are administrative/clerical tasks
Karis Stephen	8/17/2025	Load exhibits in sanction and organize it	1.5	\$ 450.00	\$ 675.00	\$ 400.00	\$ 600.00	technology and software tasks are administrative/clerical tasks; file organization is an administrative/clerical task
Olivia Flechsig	8/18/2025	Prepare trial supplies	0.33	\$ 650.00	\$ 214.50	\$ -	\$ -	Putting together trial supplies - pens, paper etc. is not compensable
Olivia Flechsig	8/18/2025	Preparing trial presentation software and exhibits	1	\$ 650.00	\$ 650.00	\$ 477.00	\$ 477.00	technology and software tasks are administrative/clerical tasks
Karis Stephen	8/20/2025	Attend and participate in trial; load and present exhibits in sanctions software	12	\$ 450.00	\$ 5,400.00	\$ 400.00	\$ 4,800.00	technology and software tasks are administrative/clerical tasks; excessive billing
Karis Stephen	8/21/2025	Attend and participate in trial; load and present exhibits in sanctions software; prepare closing presentation; co	17	\$ 450.00	\$ 7,650.00	\$ 400.00	\$ 6,800.00	technology and software tasks are administrative/clerical tasks; excessive billing
Sabrina Medler	9/10/2025	Draft email to Penina re expenses	0.1	\$ 450.00	\$ 45.00	\$ -	\$ -	expenses are administrative/clerical tasks
TOTAL			67.81		\$ 35,416.50		\$ 26,063.81	

EXHIBIT A-7

Internal Communications/Correspondence - Time Entries

Attorney	Date	Description	Hours	Requested Rate	Requested Amount	Proposed Rate	Proposed Amount	Reason for Reduction in Fees
Olivia Flechsig	11/9/2023	Meeting with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	11/9/2023	Meeting With OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	11/30/2023	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Dolores Leal	11/30/2023	Office Conference with OF	0.2	\$ 1,200.00	\$ 240.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	4/5/2024	Draft email to/from DL re: scheduling client depo prep	0.1	\$ 650.00	\$ 65.00	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Dolores Leal	7/10/2024	Office Conference with OF	0.85	\$ 1,200.00	\$ 1,020.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	7/10/2024	Meeting With DL re: case strategy and outstanding to do list	0.85	\$ 650.00	\$ 552.50	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Olivia Flechsig	8/26/2024	Meeting With DL re: case strategy	0.6	\$ 650.00	\$ 390.00	\$ 477.00	\$ 286.20	
Dolores Leal	8/26/2024	Office Conference with OF	0.6	\$ 1,200.00	\$ 720.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	8/28/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	8/28/2024	Office Conference with OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	9/3/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	9/3/2024	Office Conference with OF	0.3	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	9/16/2024	Meeting With DL, RM re: MSJ Opp and expert disco planning	0.24	\$ 650.00	\$ 156.00	\$ 477.00	\$ 114.48	
Olivia Flechsig	10/1/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	10/1/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Dolores Leal	10/4/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	10/8/2024	Office conference with DL	0.5	\$ 650.00	\$ 325.00	\$ 477.00	\$ 238.50	also, vague as to nature and necessity of task
Dolores Leal	10/8/2024	Office Conference with OF; RM	0.50	\$ 1,200.00	\$ 600.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	10/30/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	10/30/2024	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	11/20/2024	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Olivia Flechsig	12/3/2024	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Dolores Leal	12/3/2024	Office Conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00		also, vague as to nature and necessity of task
Dolores Leal	12/5/2024	Office Conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	12/5/2024	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Olivia Flechsig	12/5/2024	Draft email (internal) re: witness contact information	0.1	\$ 650.00	\$ 65.00	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Olivia Flechsig	12/31/2024	Draft emails (internal) re: depo scheduling	0.5	\$ 650.00	\$ 325.00	\$ -	\$ -	administrative task
Olivia Flechsig	2/5/2025	Meeting With DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Dolores Leal	2/5/2025	Office conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00		also, vague as to nature and necessity of task
Dolores Leal	2/11/2025	Draft emails t/r OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	2/18/2025	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	
Olivia Flechsig	2/21/2025	Draft email to/from DL (internal) re: case status	0.2	\$ 650.00	\$ 130.00	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Dolores Leal	2/24/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	3/4/2025	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Olivia Flechsig	3/5/2025	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Olivia Flechsig	3/11/2025	Draft email (internal) to DL re: expert report	0.2	\$ 650.00	\$ 130.00	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Olivia Flechsig	3/13/2025	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Dolores Leal	3/13/2025	Office Conference with OF	0.20	\$ 1,200.00	\$ 240.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	3/14/2025	Meeting With DL re: case strategy	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Olivia Flechsig	3/27/2025	Office conference with DL	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Olivia Flechsig	4/21/2025	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	4/21/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	4/22/2025	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	4/22/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	4/28/2025	Office conference with DL	0.3	\$ 650.00	\$ 195.00	\$ 477.00	\$ 143.10	also, vague as to nature and necessity of task
Dolores Leal	4/28/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	6/10/2025	Meeting With DL re: pretrial filings	0.2	\$ 650.00	\$ 130.00	\$ 477.00	\$ 95.40	also, vague as to nature and necessity of task
Olivia Flechsig	6/13/2025	Meetings With DL re: case strategy (10 min each)	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	also, vague as to nature and necessity of task
Dolores Leal	6/30/2025	Office Conference with OF	0.30	\$ 1,200.00	\$ 360.00	\$ 895.00		also, vague as to nature and necessity of task
Olivia Flechsig	6/30/2025	Meeting With DL re: Trial Exhibits	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	
Olivia Flechsig	7/30/2025	Telephone Conference with DL	0.75	\$ 650.00	\$ 487.50	\$ 477.00	\$ 357.75	also, vague as to nature and necessity of task
Olivia Flechsig	8/4/2025	Draft email (internal) re: Mills	0.25	\$ 650.00	\$ 162.50	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Olivia Flechsig	8/6/2025	Telephone Conference with DL Re: Trial prep	0.4	\$ 650.00	\$ 260.00	\$ 477.00	\$ 190.80	
Olivia Flechsig	8/6/2025	Receipt & review email from DL and O/C re: Exhibit list and trial witness avail.	0.25	\$ 650.00	\$ 162.50	\$ 477.00	\$ 119.25	
Olivia Flechsig	8/11/2025	Draft email to DL re: trial witnesses	0.25	\$ 650.00	\$ 162.50	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Olivia Flechsig	8/11/2025	Meeting With DL re: trial prep	0.33	\$ 650.00	\$ 214.50	\$ 477.00	\$ 157.41	also, vague as to nature and necessity of task
Olivia Flechsig	8/12/2025	Telephone Conference with DL	0.1	\$ 650.00	\$ 65.00	\$ 477.00	\$ 47.70	also, vague as to nature and necessity of task
Olivia Flechsig	8/13/2025	Telephone Conference with DL	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	also, vague as to nature and necessity of task
Olivia Flechsig	8/13/2025	Draft email to DL	0.1	\$ 650.00	\$ 65.00	\$ -	\$ -	drafting an email to another attorney in the office is administrative
Olivia Flechsig	8/15/2025	Telephone Conferences with DL re: trial prep	0.7	\$ 650.00	\$ 455.00	\$ 477.00	\$ 333.90	
TOTAL			19.13		\$ 15,982.00		\$ 4,832.01	

EXHIBIT B



ELM Solutions

2024 Real Rate Report[®]

The industry's leading
analysis of law firm
rates, trends, and
practices

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A Letter to Our Readers

Welcome to the latest edition of Wolters Kluwer ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer and paralegal rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve, providing you with the most comprehensive rate benchmarking insights, trends, and practices. The Real Rate Report is powered by the Wolters Kluwer ELM Solutions LegalVIEW® data warehouse, which has grown to include \$180B+ in anonymized legal data.

The depth and granularity of the data within the Real Rate Report empowers users to benchmark and negotiate effectively and make well-informed investment and resourcing decisions for the organization.

As with previous Real Rate Reports, our data is sourced from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters. This level of detail gives legal departments and law firms the precision they need to identify areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



Brian Jorgenson

Vice President, Product Management
Wolters Kluwer ELM Solutions

Report Use Considerations

2024 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Legal departments might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

Some key factors¹ that drive rates²:

Attorney location - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

Litigation complexity - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

Years of experience and reputation - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

Overhead - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

Firm size - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

¹ David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

² Source: 2018 RRR. Factor order validated in multiple analyses since 2010

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Section I: High-Level Data Cuts

All data and analysis based on
data collected thru Q2 2024

Section I: High-Level Data Cuts

Partner, Associate, and Paralegal
By Role

2024 - Real Rates					Trend Analysis - Mean		
Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Partner	12,476	\$436	\$680	\$1,056	\$803	\$792	\$754
Associate	11,172	\$340	\$523	\$795	\$597	\$579	\$554
Paralegal	5,253	\$149	\$229	\$340	\$258	\$263	\$250

Section I: High-Level Data Cuts

Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Albany NY	Non-Litigation	Partner	28	\$288	\$309	\$368	\$352	\$333	\$324
		Associate	11	\$248	\$250	\$271	\$262	\$245	\$240
Atlanta GA	Litigation	Partner	142	\$375	\$561	\$810	\$609	\$631	\$582
		Associate	101	\$316	\$420	\$626	\$475	\$464	\$388
	Non-Litigation	Partner	224	\$435	\$618	\$899	\$703	\$716	\$710
		Associate	202	\$310	\$470	\$685	\$540	\$536	\$513
Austin TX	Litigation	Partner	30	\$410	\$550	\$870	\$618	\$551	\$688
		Associate	35	\$250	\$396	\$545	\$467	\$494	\$508
	Non-Litigation	Partner	70	\$413	\$510	\$756	\$572	\$583	\$558
		Associate	38	\$336	\$425	\$517	\$448	\$476	\$462
Baltimore MD	Litigation	Partner	99	\$425	\$600	\$708	\$607	\$575	\$600
		Associate	95	\$309	\$480	\$614	\$497	\$469	\$443
	Non-Litigation	Partner	127	\$523	\$759	\$1,006	\$796	\$713	\$656
		Associate	125	\$350	\$534	\$758	\$564	\$559	\$516

Section I: High-Level Data Cuts

Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Baton Rouge LA	Litigation	Partner	11	\$285	\$315	\$339	\$335	\$369	\$372
	Non-Litigation	Partner	25	\$315	\$330	\$347	\$342	\$348	\$351
Birmingham AL	Litigation	Partner	92	\$325	\$400	\$500	\$422	\$417	\$379
		Associate	76	\$269	\$300	\$340	\$307	\$305	\$278
	Non-Litigation	Partner	72	\$380	\$425	\$515	\$437	\$454	\$431
		Associate	53	\$269	\$300	\$367	\$315	\$302	\$298
Boise City ID	Non-Litigation	Partner	14	\$268	\$375	\$536	\$397	\$426	\$378
Boston MA	Litigation	Partner	142	\$375	\$650	\$900	\$686	\$661	\$648
		Associate	120	\$235	\$440	\$677	\$482	\$537	\$519
	Non-Litigation	Partner	272	\$574	\$893	\$1,280	\$957	\$879	\$836
		Associate	223	\$425	\$625	\$900	\$684	\$633	\$620
Bridgeport CT	Litigation	Partner	12	\$400	\$435	\$671	\$508	\$453	\$527
	Non-Litigation	Partner	19	\$265	\$280	\$400	\$335	\$376	\$436
		Associate	12	\$200	\$265	\$325	\$277	\$284	\$300

Section I: High-Level Data Cuts

Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Buffalo NY	Litigation	Partner	24	\$293	\$385	\$410	\$351	\$354	\$334
	Non-Litigation	Partner	17	\$201	\$325	\$445	\$342	\$337	\$354
Charleston WV	Litigation	Partner	22	\$268	\$321	\$340	\$307	\$296	\$320
	Non-Litigation	Partner	16	\$272	\$328	\$349	\$351	\$341	\$334
Charlotte NC	Litigation	Partner	40	\$389	\$523	\$665	\$574	\$597	\$615
		Associate	32	\$325	\$379	\$446	\$404	\$436	\$382
	Non-Litigation	Partner	83	\$594	\$750	\$929	\$778	\$761	\$709
		Associate	106	\$382	\$443	\$598	\$504	\$487	\$458
Chicago IL	Litigation	Partner	345	\$453	\$855	\$1,182	\$869	\$825	\$769
		Associate	288	\$365	\$558	\$748	\$587	\$591	\$519
	Non-Litigation	Partner	715	\$714	\$1,038	\$1,438	\$1,091	\$1,015	\$916
		Associate	649	\$544	\$765	\$995	\$779	\$708	\$611
Cincinnati OH	Litigation	Partner	50	\$245	\$375	\$436	\$389	\$413	\$408
		Associate	65	\$250	\$285	\$333	\$292	\$282	\$278

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Cleveland OH	Non-Litigation	Partner	75	\$400	\$500	\$585	\$497	\$541	\$460
		Associate	52	\$277	\$305	\$393	\$326	\$312	\$301
	Litigation	Partner	94	\$415	\$584	\$725	\$612	\$587	\$510
		Associate	65	\$267	\$318	\$398	\$354	\$331	\$307
Columbia SC	Non-Litigation	Partner	176	\$415	\$526	\$690	\$590	\$598	\$569
		Associate	166	\$261	\$338	\$510	\$389	\$361	\$348
	Litigation	Partner	30	\$315	\$505	\$600	\$477	\$498	\$437
		Associate	10	\$205	\$285	\$345	\$289	\$290	\$267
Columbus OH	Non-Litigation	Partner	24	\$320	\$450	\$574	\$462	\$458	\$423
		Associate	16	\$267	\$344	\$431	\$377	\$350	\$294
	Litigation	Partner	20	\$360	\$432	\$550	\$502	\$495	\$505
		Associate	16	\$267	\$344	\$431	\$377	\$350	\$294
Dallas TX	Non-Litigation	Partner	55	\$442	\$500	\$635	\$532	\$500	\$467
		Associate	33	\$317	\$349	\$439	\$394	\$380	\$347
	Litigation	Partner	77	\$470	\$682	\$900	\$693	\$643	\$537
		Associate	83	\$276	\$437	\$612	\$504	\$489	\$399

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Partner	146	\$525	\$693	\$1,088	\$794	\$786	\$721
		Associate	172	\$370	\$575	\$809	\$589	\$542	\$522
Dayton OH	Non-Litigation	Partner	11	\$335	\$380	\$407	\$381	\$411	\$375
Denver CO	Litigation	Partner	53	\$415	\$572	\$699	\$584	\$528	\$534
		Associate	41	\$275	\$400	\$439	\$366	\$368	\$349
	Non-Litigation	Partner	129	\$475	\$562	\$679	\$595	\$593	\$555
		Associate	104	\$375	\$412	\$471	\$444	\$404	\$375
Detroit MI	Litigation	Partner	58	\$275	\$300	\$399	\$339	\$338	\$333
		Associate	47	\$244	\$265	\$295	\$283	\$271	\$263
	Non-Litigation	Partner	63	\$345	\$445	\$535	\$444	\$423	\$408
		Associate	34	\$265	\$303	\$393	\$339	\$305	\$265
Greenville SC	Non-Litigation	Partner	32	\$400	\$438	\$515	\$450	\$451	\$431
Hartford CT	Litigation	Partner	40	\$353	\$431	\$658	\$483	\$486	\$464
		Associate	18	\$255	\$275	\$325	\$310	\$303	\$329

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Partner	28	\$428	\$500	\$631	\$554	\$595	\$559
		Associate	21	\$249	\$265	\$325	\$275	\$305	\$309
Honolulu HI	Non-Litigation	Partner	14	\$290	\$300	\$368	\$334	\$314	\$328
Houston TX	Litigation	Partner	92	\$435	\$650	\$970	\$724	\$708	\$661
		Associate	79	\$393	\$484	\$633	\$523	\$460	\$434
	Non-Litigation	Partner	143	\$500	\$775	\$1,049	\$813	\$776	\$805
		Associate	146	\$305	\$510	\$780	\$561	\$583	\$489
Indianapolis IN	Litigation	Partner	35	\$400	\$464	\$628	\$490	\$443	\$440
		Associate	34	\$250	\$332	\$370	\$332	\$327	\$284
	Non-Litigation	Partner	42	\$390	\$525	\$629	\$517	\$478	\$452
		Associate	32	\$265	\$325	\$370	\$320	\$313	\$323
Jackson MS	Litigation	Partner	65	\$255	\$397	\$442	\$385	\$352	\$338
		Associate	36	\$230	\$292	\$318	\$288	\$177	\$171
	Non-Litigation	Partner	36	\$312	\$403	\$496	\$410	\$391	\$406

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By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Jacksonville FL	Litigation	Partner	14	\$315	\$329	\$383	\$361	\$351	\$366
Kansas City MO	Litigation	Partner	68	\$470	\$550	\$656	\$565	\$522	\$478
		Associate	44	\$340	\$380	\$400	\$368	\$340	\$321
	Non-Litigation	Partner	147	\$512	\$595	\$747	\$621	\$566	\$534
		Associate	108	\$290	\$380	\$426	\$381	\$348	\$326
Las Vegas NV	Litigation	Partner	16	\$299	\$360	\$534	\$417	\$416	\$405
	Non-Litigation	Partner	20	\$233	\$288	\$536	\$410	\$501	\$477
		Associate	18	\$228	\$321	\$454	\$350	\$296	\$301
Los Angeles CA	Litigation	Partner	350	\$548	\$895	\$1,268	\$933	\$881	\$810
		Associate	385	\$477	\$713	\$946	\$718	\$693	\$645
	Non-Litigation	Partner	540	\$563	\$963	\$1,267	\$969	\$975	\$966
		Associate	540	\$455	\$690	\$920	\$711	\$702	\$716
Louisville KY	Litigation	Partner	26	\$246	\$308	\$419	\$356	\$342	\$344
		Associate	12	\$210	\$280	\$300	\$277	\$255	\$224

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By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Partner	33	\$294	\$445	\$500	\$406	\$416	\$375
		Associate	26	\$218	\$268	\$316	\$273	\$258	\$235
Madison WI	Non-Litigation	Partner	13	\$420	\$565	\$611	\$538	\$595	\$458
Memphis TN	Litigation	Partner	17	\$275	\$365	\$415	\$355	\$364	\$383
	Non-Litigation	Partner	16	\$333	\$395	\$529	\$434	\$406	\$364
Miami FL	Litigation	Partner	72	\$298	\$548	\$700	\$524	\$496	\$475
		Associate	61	\$225	\$327	\$450	\$366	\$385	\$351
	Non-Litigation	Partner	157	\$450	\$638	\$850	\$644	\$667	\$615
		Associate	123	\$245	\$395	\$528	\$401	\$450	\$428
Milwaukee WI	Litigation	Partner	19	\$330	\$425	\$506	\$508	\$531	\$375
	Non-Litigation	Partner	28	\$425	\$535	\$664	\$560	\$523	\$518
		Associate	24	\$265	\$423	\$528	\$410	\$378	\$398
Minneapolis MN	Litigation	Partner	73	\$449	\$588	\$768	\$618	\$591	\$586
		Associate	84	\$320	\$415	\$565	\$459	\$413	\$432

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Nashville TN	Non-Litigation	Partner	151	\$496	\$680	\$850	\$685	\$668	\$637
		Associate	112	\$336	\$415	\$530	\$443	\$447	\$433
	Litigation	Partner	28	\$382	\$465	\$595	\$476	\$396	\$367
		Partner	78	\$490	\$595	\$679	\$586	\$552	\$511
		Associate	68	\$357	\$408	\$487	\$422	\$382	\$345
		Associate	67	\$300	\$363	\$416	\$372	\$364	\$341
New Orleans LA	Litigation	Partner	67	\$300	\$363	\$416	\$372	\$364	\$341
		Associate	47	\$243	\$260	\$300	\$284	\$276	\$277
	Non-Litigation	Partner	89	\$240	\$380	\$565	\$427	\$416	\$412
		Associate	55	\$195	\$250	\$356	\$279	\$289	\$283
	Litigation	Partner	692	\$452	\$786	\$1,250	\$906	\$859	\$804
		Associate	802	\$380	\$586	\$874	\$646	\$599	\$544
New York NY	Non-Litigation	Partner	1,432	\$718	\$1,340	\$1,823	\$1,294	\$1,248	\$1,214
		Associate	1,700	\$589	\$875	\$1,175	\$883	\$838	\$806
	Litigation	Partner	10	\$220	\$235	\$335	\$284	\$281	\$280
		Partner	21	\$250	\$315	\$350	\$307	\$343	\$338
		Associate	802	\$380	\$586	\$874	\$646	\$599	\$544
		Associate	1,700	\$589	\$875	\$1,175	\$883	\$838	\$806
Oklahoma City OK	Litigation	Partner	10	\$220	\$235	\$335	\$284	\$281	\$280
	Non-Litigation	Partner	21	\$250	\$315	\$350	\$307	\$343	\$338

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Omaha NE	Non-Litigation	Partner	42	\$330	\$375	\$476	\$409	\$392	\$394
		Associate	34	\$205	\$230	\$272	\$246	\$232	\$229
Orlando FL	Litigation	Partner	29	\$395	\$480	\$551	\$482	\$491	\$445
		Associate	25	\$235	\$363	\$389	\$333	\$337	\$326
	Non-Litigation	Partner	44	\$353	\$465	\$602	\$537	\$527	\$456
		Associate	37	\$260	\$318	\$387	\$343	\$342	\$342
Philadelphia PA	Litigation	Partner	445	\$475	\$678	\$920	\$712	\$667	\$644
		Associate	411	\$360	\$476	\$595	\$496	\$448	\$432
	Non-Litigation	Partner	526	\$533	\$774	\$995	\$797	\$792	\$749
		Associate	441	\$420	\$525	\$633	\$538	\$516	\$484
Phoenix AZ	Litigation	Partner	46	\$295	\$419	\$611	\$480	\$511	\$469
		Associate	30	\$240	\$341	\$407	\$344	\$342	\$306
	Non-Litigation	Partner	65	\$340	\$458	\$604	\$479	\$451	\$474
		Associate	42	\$240	\$308	\$425	\$347	\$327	\$305

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Pittsburgh PA	Litigation	Partner	109	\$468	\$640	\$820	\$643	\$578	\$585
		Associate	130	\$390	\$450	\$500	\$438	\$387	\$368
	Non-Litigation	Partner	181	\$480	\$689	\$894	\$712	\$674	\$607
		Associate	164	\$343	\$450	\$581	\$494	\$461	\$408
Portland ME	Non-Litigation	Partner	36	\$355	\$396	\$473	\$393	\$378	\$341
		Associate	21	\$263	\$270	\$310	\$269	\$243	\$217
Portland OR	Litigation	Partner	43	\$403	\$500	\$570	\$517	\$496	\$468
		Associate	45	\$370	\$438	\$542	\$474	\$400	\$424
	Non-Litigation	Partner	70	\$430	\$478	\$620	\$563	\$535	\$526
		Associate	87	\$332	\$407	\$499	\$436	\$421	\$415
Providence RI	Litigation	Partner	17	\$315	\$325	\$425	\$356	\$344	\$361
		Associate	19	\$251	\$308	\$315	\$288	\$279	\$235
	Non-Litigation	Partner	27	\$304	\$413	\$573	\$434	\$447	\$445
		Associate	14	\$248	\$273	\$310	\$260	\$274	\$245

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Raleigh NC	Litigation	Partner	21	\$275	\$317	\$458	\$439	\$384	\$405
		Associate	10	\$258	\$275	\$275	\$265	\$307	\$284
	Non-Litigation	Partner	28	\$350	\$451	\$573	\$473	\$477	\$427
Richmond VA	Litigation	Partner	42	\$409	\$570	\$742	\$618	\$539	\$570
		Associate	38	\$320	\$386	\$509	\$424	\$382	\$363
	Non-Litigation	Partner	47	\$512	\$684	\$880	\$692	\$740	\$694
		Associate	22	\$289	\$532	\$633	\$517	\$568	\$422
Rochester NY	Non-Litigation	Partner	13	\$367	\$503	\$592	\$497	\$506	\$563
Sacramento CA	Non-Litigation	Partner	17	\$440	\$600	\$772	\$636	\$562	\$518
Salt Lake City UT	Litigation	Partner	15	\$263	\$420	\$459	\$416	\$395	\$354
	Non-Litigation	Partner	48	\$306	\$390	\$450	\$400	\$394	\$398
		Associate	17	\$240	\$320	\$350	\$320	\$290	\$250

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
San Diego CA	Litigation	Partner	43	\$252	\$400	\$907	\$568	\$539	\$550
		Associate	44	\$195	\$250	\$343	\$315	\$303	\$303
	Non-Litigation	Partner	75	\$401	\$523	\$889	\$678	\$676	\$717
		Associate	57	\$250	\$374	\$458	\$412	\$393	\$378
San Francisco CA	Litigation	Partner	166	\$420	\$825	\$1,208	\$856	\$821	\$760
		Associate	120	\$431	\$614	\$824	\$659	\$606	\$534
	Non-Litigation	Partner	220	\$460	\$770	\$1,172	\$838	\$832	\$790
		Associate	167	\$342	\$575	\$860	\$625	\$578	\$566
San Jose CA	Litigation	Partner	36	\$650	\$830	\$1,303	\$996	\$990	\$899
		Associate	29	\$497	\$640	\$833	\$682	\$678	\$674
	Non-Litigation	Partner	57	\$703	\$931	\$1,350	\$1,069	\$1,097	\$1,046
		Associate	46	\$474	\$600	\$1,055	\$752	\$759	\$637

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Cities

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Seattle WA	Litigation	Partner	85	\$459	\$616	\$875	\$661	\$606	\$607
		Associate	75	\$375	\$470	\$612	\$490	\$466	\$436
	Non-Litigation	Partner	188	\$402	\$580	\$875	\$643	\$656	\$595
		Associate	142	\$308	\$425	\$630	\$479	\$467	\$429
St. Louis MO	Litigation	Partner	44	\$250	\$327	\$464	\$371	\$370	\$373
		Associate	13	\$190	\$235	\$262	\$241	\$226	\$226
	Non-Litigation	Partner	65	\$300	\$441	\$588	\$457	\$460	\$428
		Associate	32	\$165	\$195	\$215	\$240	\$258	\$258
Tampa FL	Litigation	Partner	41	\$395	\$456	\$615	\$505	\$538	\$484
	Non-Litigation	Partner	40	\$350	\$474	\$593	\$496	\$505	\$471
		Associate	29	\$233	\$301	\$388	\$316	\$318	\$300
Trenton NJ	Litigation	Partner	19	\$313	\$564	\$841	\$586	\$580	\$477
		Associate	11	\$349	\$473	\$520	\$447	\$460	\$403
	Non-Litigation	Partner	26	\$596	\$752	\$885	\$734	\$637	\$597
		Associate	11	\$210	\$478	\$628	\$443	\$409	\$452

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Cities
By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Washington DC	Litigation	Partner	593	\$770	\$995	\$1,250	\$1,017	\$964	\$912
		Associate	560	\$540	\$730	\$874	\$725	\$671	\$632
	Non-Litigation	Partner	1,063	\$735	\$950	\$1,272	\$1,030	\$989	\$924
		Associate	895	\$520	\$728	\$950	\$740	\$681	\$641

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Cities
By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Albany NY	Partner	31	\$288	\$312	\$344	\$346	\$327	\$333
	Associate	16	\$249	\$263	\$280	\$277	\$246	\$254
Albuquerque NM	Partner	23	\$180	\$239	\$325	\$277	\$330	\$316
Anchorage AK	Partner	10	\$300	\$330	\$430	\$389	\$388	\$360
Atlanta GA	Partner	331	\$400	\$600	\$858	\$670	\$687	\$672
	Associate	281	\$310	\$446	\$670	\$519	\$507	\$470
Austin TX	Partner	90	\$410	\$510	\$813	\$586	\$576	\$594
	Associate	65	\$300	\$421	\$530	\$457	\$485	\$472
Baltimore MD	Partner	195	\$475	\$656	\$870	\$708	\$656	\$634
	Associate	200	\$325	\$504	\$719	\$536	\$522	\$483
Baton Rouge LA	Partner	28	\$315	\$330	\$347	\$341	\$352	\$357
	Associate	12	\$235	\$250	\$250	\$244	\$242	\$252
Birmingham AL	Partner	146	\$331	\$413	\$507	\$428	\$432	\$402
	Associate	114	\$269	\$300	\$350	\$310	\$305	\$287
Boise City ID	Partner	17	\$290	\$398	\$504	\$401	\$400	\$347

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Cities By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Boston MA	Partner	377	\$531	\$812	\$1,140	\$863	\$810	\$779
	Associate	318	\$364	\$545	\$802	\$614	\$603	\$591
Bridgeport CT	Partner	27	\$265	\$400	\$457	\$401	\$420	\$506
	Associate	21	\$250	\$295	\$333	\$312	\$280	\$310
Buffalo NY	Partner	38	\$265	\$385	\$415	\$348	\$354	\$347
	Associate	15	\$218	\$285	\$310	\$263	\$251	\$244
Charleston SC	Partner	20	\$300	\$336	\$545	\$377	\$394	\$369
Charleston WV	Partner	31	\$268	\$325	\$346	\$325	\$315	\$325
Charlotte NC	Partner	115	\$515	\$678	\$866	\$710	\$710	\$690
	Associate	134	\$365	\$430	\$550	\$482	\$476	\$440
Chicago IL	Partner	959	\$644	\$976	\$1,375	\$1,020	\$960	\$875
	Associate	863	\$480	\$700	\$914	\$722	\$674	\$581
Cincinnati OH	Partner	113	\$325	\$430	\$550	\$444	\$482	\$435
	Associate	106	\$255	\$295	\$345	\$306	\$294	\$286

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Cities By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Cleveland OH	Partner	221	\$415	\$551	\$696	\$597	\$592	\$551
	Associate	207	\$267	\$325	\$490	\$379	\$354	\$340
Columbia SC	Partner	48	\$320	\$496	\$595	\$470	\$476	\$427
	Associate	29	\$259	\$325	\$384	\$327	\$309	\$302
Columbus OH	Partner	69	\$400	\$490	\$635	\$524	\$493	\$474
	Associate	45	\$291	\$346	\$431	\$388	\$366	\$327
Dallas TX	Partner	211	\$487	\$690	\$1,000	\$758	\$744	\$653
	Associate	242	\$330	\$535	\$755	\$561	\$526	\$485
Dayton OH	Partner	12	\$364	\$393	\$412	\$397	\$422	\$395
Denver CO	Partner	164	\$466	\$571	\$685	\$592	\$579	\$551
	Associate	139	\$361	\$410	\$464	\$423	\$399	\$369
Detroit MI	Partner	115	\$281	\$350	\$475	\$390	\$385	\$380
	Associate	72	\$250	\$285	\$360	\$304	\$284	\$269
Grand Rapids MI	Partner	12	\$373	\$434	\$490	\$411	\$397	\$377
Greenville SC	Partner	39	\$400	\$440	\$510	\$450	\$441	\$431

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Cities By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Harrisburg PA	Partner	11	\$401	\$435	\$502	\$458	\$415	\$412
Hartford CT	Partner	62	\$360	\$483	\$642	\$517	\$538	\$511
	Associate	32	\$250	\$270	\$325	\$292	\$304	\$316
Honolulu HI	Partner	17	\$290	\$330	\$375	\$356	\$331	\$333
	Associate	10	\$170	\$200	\$235	\$205	\$211	\$205
Houston TX	Partner	215	\$465	\$715	\$1,000	\$780	\$751	\$760
	Associate	206	\$330	\$495	\$746	\$548	\$549	\$473
Indianapolis IN	Partner	73	\$398	\$512	\$635	\$505	\$461	\$444
	Associate	62	\$257	\$328	\$370	\$327	\$324	\$312
Jackson MS	Partner	92	\$270	\$397	\$451	\$393	\$368	\$362
	Associate	44	\$238	\$292	\$334	\$289	\$175	\$176
Jacksonville FL	Partner	22	\$317	\$360	\$478	\$398	\$368	\$370
Kansas City MO	Partner	194	\$492	\$580	\$719	\$604	\$551	\$513
	Associate	138	\$310	\$380	\$420	\$378	\$346	\$324

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Cities
By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Las Vegas NV	Partner	32	\$239	\$355	\$535	\$413	\$477	\$444
	Associate	33	\$275	\$323	\$395	\$344	\$299	\$302
Little Rock AR	Partner	15	\$250	\$264	\$315	\$310	\$307	\$264
	Associate	16	\$150	\$170	\$195	\$176	\$172	\$162
Los Angeles CA	Partner	790	\$557	\$933	\$1,268	\$954	\$936	\$909
	Associate	862	\$473	\$705	\$930	\$714	\$698	\$690
Louisville KY	Partner	51	\$260	\$380	\$481	\$384	\$385	\$357
	Associate	34	\$210	\$275	\$307	\$274	\$258	\$232
Madison WI	Partner	15	\$413	\$555	\$618	\$505	\$541	\$405
Memphis TN	Partner	28	\$300	\$370	\$467	\$393	\$387	\$371
Miami FL	Partner	213	\$410	\$600	\$755	\$601	\$601	\$552
	Associate	170	\$225	\$370	\$495	\$388	\$427	\$392
Milwaukee WI	Partner	43	\$399	\$477	\$612	\$539	\$519	\$462
	Associate	33	\$306	\$374	\$513	\$404	\$374	\$373

Section I: High-Level Data Cuts

Cities By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Minneapolis MN	Partner	206	\$475	\$656	\$840	\$665	\$646	\$619
	Associate	181	\$330	\$415	\$541	\$449	\$432	\$431
Nashville TN	Partner	101	\$464	\$565	\$666	\$556	\$529	\$484
	Associate	86	\$326	\$397	\$470	\$395	\$370	\$332
New Haven CT	Partner	18	\$360	\$466	\$523	\$466	\$416	\$449
New Orleans LA	Partner	144	\$274	\$363	\$491	\$402	\$388	\$370
	Associate	95	\$206	\$260	\$319	\$282	\$281	\$278
New York NY	Partner	1,933	\$625	\$1,100	\$1,740	\$1,172	\$1,140	\$1,100
	Associate	2,341	\$477	\$775	\$1,083	\$808	\$771	\$742
Oklahoma City OK	Partner	30	\$231	\$307	\$339	\$298	\$314	\$314
Omaha NE	Partner	49	\$320	\$375	\$463	\$395	\$379	\$378
	Associate	36	\$205	\$230	\$267	\$244	\$231	\$226
Orlando FL	Partner	66	\$395	\$475	\$590	\$511	\$510	\$450
	Associate	57	\$250	\$325	\$389	\$338	\$339	\$333

Section I: High-Level Data Cuts

Cities By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Philadelphia PA	Partner	854	\$495	\$725	\$964	\$757	\$739	\$703
	Associate	742	\$392	\$500	\$616	\$517	\$484	\$460
Phoenix AZ	Partner	101	\$326	\$450	\$611	\$479	\$474	\$472
	Associate	64	\$240	\$325	\$413	\$346	\$337	\$306
Pittsburgh PA	Partner	248	\$475	\$675	\$865	\$685	\$643	\$601
	Associate	267	\$360	\$450	\$550	\$469	\$435	\$393
Portland ME	Partner	46	\$353	\$396	\$483	\$411	\$403	\$402
	Associate	26	\$261	\$270	\$308	\$265	\$245	\$221
Portland OR	Partner	101	\$408	\$500	\$595	\$548	\$517	\$503
	Associate	116	\$348	\$425	\$507	\$448	\$413	\$419
Providence RI	Partner	38	\$315	\$385	\$503	\$402	\$405	\$418
	Associate	27	\$248	\$295	\$315	\$277	\$279	\$244
Raleigh NC	Partner	45	\$275	\$395	\$480	\$459	\$446	\$417
	Associate	15	\$275	\$275	\$331	\$293	\$317	\$281

Section I: High-Level Data Cuts

Cities
By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Richmond VA	Partner	81	\$424	\$665	\$878	\$656	\$666	\$640
	Associate	56	\$320	\$406	\$553	\$457	\$485	\$395
Rochester NY	Partner	19	\$354	\$440	\$583	\$466	\$426	\$517
Sacramento CA	Partner	19	\$430	\$556	\$718	\$600	\$531	\$503
	Associate	14	\$318	\$397	\$431	\$374	\$344	\$316
Salt Lake City UT	Partner	59	\$291	\$395	\$458	\$404	\$396	\$390
	Associate	21	\$236	\$315	\$367	\$319	\$292	\$247
San Diego CA	Partner	102	\$316	\$491	\$904	\$637	\$625	\$661
	Associate	94	\$225	\$295	\$435	\$365	\$359	\$353
San Francisco CA	Partner	338	\$430	\$788	\$1,188	\$846	\$828	\$778
	Associate	265	\$395	\$595	\$849	\$639	\$591	\$553
San Jose CA	Partner	82	\$693	\$864	\$1,335	\$1,043	\$1,058	\$994
	Associate	70	\$495	\$600	\$921	\$729	\$735	\$647
San Juan PR	Partner	12	\$240	\$255	\$385	\$315	\$313	\$248

Section I: High-Level Data Cuts

Cities
By Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Seattle WA	Partner	243	\$418	\$590	\$875	\$649	\$642	\$599
	Associate	195	\$325	\$434	\$629	\$482	\$466	\$431
St. Louis MO	Partner	99	\$250	\$395	\$530	\$423	\$432	\$415
	Associate	42	\$165	\$207	\$250	\$240	\$246	\$244
Tampa FL	Partner	69	\$363	\$464	\$611	\$500	\$517	\$474
	Associate	42	\$276	\$320	\$400	\$328	\$317	\$300
Trenton NJ	Partner	41	\$386	\$725	\$855	\$665	\$605	\$557
	Associate	20	\$311	\$475	\$603	\$445	\$438	\$431
Washington DC	Partner	1,410	\$740	\$970	\$1,256	\$1,026	\$982	\$921
	Associate	1,288	\$528	\$730	\$929	\$735	\$678	\$639

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Bankruptcy and Collections	Litigation	Partner	525	\$342	\$450	\$670	\$537	\$484	\$466
		Associate	348	\$275	\$319	\$480	\$403	\$353	\$339
		Paralegal	283	\$150	\$194	\$253	\$217	\$190	\$188
	Non-Litigation	Partner	183	\$350	\$425	\$572	\$502	\$510	\$501
		Associate	117	\$304	\$360	\$480	\$473	\$358	\$383
		Paralegal	82	\$165	\$195	\$237	\$203	\$196	\$203
Commercial	Litigation	Partner	817	\$482	\$684	\$999	\$788	\$757	\$733
		Associate	659	\$357	\$490	\$733	\$575	\$542	\$521
		Paralegal	307	\$193	\$271	\$375	\$291	\$294	\$278
	Non-Litigation	Partner	497	\$541	\$775	\$1,125	\$878	\$907	\$827
		Associate	350	\$400	\$545	\$781	\$618	\$680	\$622
		Paralegal	101	\$230	\$315	\$400	\$334	\$332	\$304
Corporate: Antitrust and Competition	Litigation	Partner	50	\$882	\$1,028	\$1,296	\$1,088	\$1,080	\$1,014
		Associate	84	\$590	\$733	\$904	\$741	\$714	\$548
		Paralegal	21	\$298	\$325	\$395	\$367	\$423	\$359

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Paralegal	21	\$298	\$325	\$395	\$367	\$423	\$359
		Partner	57	\$942	\$1,129	\$1,457	\$1,218	\$1,219	\$1,145
		Associate	75	\$563	\$723	\$978	\$779	\$720	\$708
Corporate: Corporate Development	Non-Litigation	Partner	43	\$1,020	\$1,271	\$1,348	\$1,232	\$1,374	\$1,016
		Associate	48	\$693	\$782	\$1,001	\$817	\$884	\$711
Corporate: Governance	Non-Litigation	Partner	137	\$710	\$1,230	\$1,736	\$1,208	\$1,226	\$1,142
		Associate	153	\$622	\$800	\$1,021	\$814	\$785	\$738
		Paralegal	51	\$296	\$388	\$445	\$369	\$346	\$321
Corporate: Information and Technology	Non-Litigation	Partner	16	\$697	\$862	\$1,019	\$908	\$940	\$835
		Associate	18	\$469	\$733	\$902	\$686	\$645	\$523
Corporate: Mergers, Acquisitions and Divestitures	Litigation	Partner	28	\$650	\$1,446	\$1,543	\$1,198	\$1,222	\$682
	Non-Litigation	Partner	451	\$820	\$1,160	\$1,660	\$1,235	\$1,137	\$1,042
		Associate	493	\$580	\$775	\$1,125	\$853	\$766	\$738
		Paralegal	109	\$337	\$465	\$540	\$440	\$376	\$383

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	Litigation	Partner	913	\$508	\$790	\$1,145	\$860	\$796	\$776
		Associate	832	\$421	\$593	\$797	\$626	\$579	\$551
		Paralegal	386	\$200	\$285	\$395	\$302	\$292	\$269
	Non-Litigation	Partner	1,551	\$620	\$983	\$1,360	\$1,036	\$953	\$903
		Associate	1,210	\$482	\$730	\$960	\$757	\$681	\$643
		Paralegal	449	\$200	\$296	\$432	\$317	\$313	\$298
Corporate: Partnerships and Joint Ventures	Non-Litigation	Partner	61	\$815	\$1,031	\$1,762	\$1,217	\$1,184	\$1,222
		Associate	74	\$731	\$908	\$1,279	\$974	\$962	\$935
		Paralegal	25	\$345	\$430	\$513	\$413	\$387	\$389
Corporate: Regulatory and Compliance	Litigation	Partner	197	\$707	\$951	\$1,276	\$989	\$926	\$877
		Associate	152	\$475	\$649	\$805	\$649	\$627	\$584
		Paralegal	76	\$284	\$320	\$382	\$329	\$305	\$285
	Non-Litigation	Partner	852	\$595	\$825	\$1,156	\$901	\$883	\$824
		Associate	700	\$440	\$625	\$896	\$683	\$625	\$585
		Paralegal	193	\$206	\$249	\$361	\$292	\$278	\$264

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Tax	Litigation	Partner	19	\$462	\$572	\$650	\$595	\$612	\$567
		Paralegal	12	\$168	\$180	\$285	\$220	\$177	\$190
	Non-Litigation	Partner	287	\$762	\$1,050	\$1,471	\$1,145	\$1,066	\$981
		Associate	227	\$501	\$735	\$995	\$766	\$696	\$701
		Paralegal	51	\$250	\$340	\$446	\$355	\$335	\$298
Corporate: Treasury	Non-Litigation	Partner	42	\$765	\$880	\$1,160	\$1,017	\$1,000	\$948
		Associate	37	\$415	\$575	\$727	\$648	\$562	\$582
Employment and Labor: Agreements	Litigation	Partner	33	\$564	\$795	\$1,132	\$828	\$785	\$761
		Associate	18	\$376	\$470	\$792	\$532	\$689	\$591
	Non-Litigation	Partner	44	\$469	\$590	\$799	\$670	\$713	\$592
		Associate	21	\$400	\$460	\$525	\$517	\$425	\$365
		Paralegal	12	\$169	\$196	\$244	\$210	\$210	\$172
Employment and Labor: Compensation and Benefits	Litigation	Partner	37	\$595	\$770	\$1,000	\$766	\$619	\$600
		Associate	17	\$333	\$456	\$725	\$532	\$393	\$446

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Partner	121	\$665	\$780	\$962	\$841	\$804	\$771
		Associate	77	\$430	\$519	\$704	\$583	\$548	\$508
		Paralegal	11	\$180	\$238	\$269	\$237	\$278	\$254
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	125	\$419	\$548	\$755	\$629	\$573	\$494
		Associate	127	\$332	\$405	\$495	\$448	\$413	\$366
		Paralegal	71	\$196	\$250	\$295	\$249	\$238	\$224
	Non-Litigation	Partner	116	\$390	\$485	\$604	\$545	\$531	\$505
		Associate	115	\$295	\$325	\$419	\$382	\$343	\$331
		Paralegal	58	\$131	\$195	\$251	\$211	\$205	\$211
Employment and Labor: ERISA	Non-Litigation	Partner	60	\$530	\$684	\$850	\$714	\$667	\$690
		Associate	26	\$364	\$440	\$650	\$520	\$441	\$436
Employment and Labor: Immigration	Non-Litigation	Partner	32	\$505	\$658	\$942	\$712	\$683	\$612
		Associate	20	\$341	\$504	\$950	\$599	\$457	\$456
		Paralegal	17	\$126	\$175	\$225	\$182	\$201	\$182
Employment and Labor: OFCCP	Non-Litigation	Partner	16	\$531	\$665	\$825	\$714	\$674	\$637

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Other	Litigation	Partner	257	\$546	\$829	\$1,095	\$880	\$858	\$739
		Associate	282	\$410	\$565	\$715	\$599	\$599	\$485
		Paralegal	109	\$201	\$258	\$345	\$276	\$267	\$239
	Non-Litigation	Partner	631	\$451	\$550	\$737	\$657	\$644	\$602
		Associate	391	\$348	\$408	\$526	\$480	\$468	\$435
		Paralegal	119	\$158	\$232	\$300	\$244	\$228	\$212
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	47	\$478	\$600	\$799	\$615	\$571	\$536
		Associate	28	\$378	\$484	\$725	\$542	\$485	\$383
	Non-Litigation	Partner	123	\$508	\$596	\$700	\$626	\$670	\$581
		Associate	37	\$336	\$403	\$524	\$429	\$450	\$391
Employment and Labor: Wages, Tips and Overtime	Litigation	Partner	33	\$495	\$600	\$778	\$664	\$660	\$567
		Associate	23	\$364	\$495	\$526	\$555	\$486	\$414
		Paralegal	17	\$191	\$245	\$329	\$272	\$241	\$215
	Non-Litigation	Partner	29	\$461	\$545	\$685	\$637	\$530	\$537
		Associate	19	\$335	\$387	\$450	\$407	\$358	\$322

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Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Wrongful Termination	Litigation	Partner	25	\$488	\$639	\$806	\$668	\$692	\$537
		Associate	18	\$344	\$448	\$578	\$491	\$498	\$312
	Non-Litigation	Partner	17	\$475	\$500	\$560	\$520	\$503	\$477
		Associate	15	\$290	\$290	\$360	\$323	\$340	\$289
Environmental	Litigation	Partner	91	\$418	\$518	\$659	\$575	\$610	\$554
		Associate	42	\$325	\$415	\$495	\$424	\$369	\$463
		Paralegal	28	\$200	\$250	\$540	\$319	\$337	\$228
	Non-Litigation	Partner	160	\$450	\$544	\$679	\$611	\$577	\$579
		Associate	99	\$308	\$389	\$583	\$467	\$446	\$424
		Paralegal	39	\$201	\$230	\$295	\$257	\$257	\$228
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	118	\$687	\$1,101	\$1,645	\$1,165	\$1,126	\$1,060
		Associate	85	\$421	\$695	\$1,031	\$773	\$736	\$692
		Paralegal	16	\$235	\$266	\$312	\$289	\$358	\$343
Finance and Securities: Fiduciary Services	Non-Litigation	Partner	47	\$437	\$482	\$630	\$576	\$841	\$711
		Associate	23	\$333	\$395	\$483	\$447	\$492	\$413

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	41	\$1,039	\$1,256	\$1,635	\$1,322	\$1,121	\$985
		Associate	54	\$539	\$679	\$832	\$707	\$699	\$684
	Non-Litigation	Partner	339	\$825	\$1,175	\$1,589	\$1,224	\$1,137	\$1,147
		Associate	332	\$533	\$751	\$990	\$775	\$747	\$782
		Paralegal	105	\$270	\$372	\$435	\$369	\$352	\$332
Finance and Securities: Loans and Financing	Litigation	Partner	161	\$335	\$482	\$760	\$622	\$629	\$602
		Associate	140	\$280	\$378	\$500	\$444	\$438	\$408
		Paralegal	61	\$165	\$175	\$265	\$217	\$219	\$230
	Non-Litigation	Partner	1,513	\$663	\$984	\$1,466	\$1,092	\$987	\$899
		Associate	1,453	\$481	\$745	\$1,009	\$776	\$709	\$645
		Paralegal	636	\$240	\$330	\$446	\$344	\$326	\$298
Finance and Securities: Other	Litigation	Partner	100	\$418	\$604	\$948	\$706	\$669	\$585
		Associate	103	\$300	\$407	\$531	\$447	\$441	\$399
	Non-Litigation	Partner	20	\$491	\$784	\$1,489	\$1,050	\$1,219	\$932
		Associate	16	\$394	\$763	\$1,028	\$751	\$885	\$596

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Finance and Securities: Routine Financial Transactions	Non-Litigation	Partner	67	\$515	\$765	\$1,050	\$831	\$869	\$791
		Associate	34	\$351	\$422	\$527	\$498	\$535	\$462
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Partner	61	\$1,165	\$1,418	\$1,890	\$1,472	\$1,315	\$1,191
		Associate	54	\$728	\$926	\$1,213	\$962	\$1,022	\$916
		Paralegal	17	\$268	\$360	\$540	\$387	\$445	\$429
General Liability: Asbestos/Mesothelioma	Litigation	Partner	107	\$240	\$300	\$397	\$377	\$363	\$319
		Associate	70	\$188	\$245	\$300	\$259	\$266	\$252
		Paralegal	96	\$110	\$125	\$145	\$142	\$136	\$127
	Non-Litigation	Partner	140	\$250	\$340	\$400	\$426	\$351	\$354
		Associate	100	\$216	\$275	\$628	\$436	\$264	\$264
		Paralegal	108	\$114	\$125	\$175	\$200	\$127	\$121
General Liability: Auto and Transportation	Litigation	Partner	21	\$200	\$305	\$360	\$334	\$307	\$402
		Associate	16	\$170	\$211	\$260	\$229	\$223	\$212
		Paralegal	15	\$90	\$120	\$190	\$145	\$133	\$148

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
General Liability: Consumer Related Claims	Litigation	Partner	47	\$320	\$608	\$904	\$686	\$504	\$560
		Associate	45	\$325	\$430	\$676	\$512	\$392	\$399
		Paralegal	26	\$130	\$195	\$329	\$228	\$168	\$179
General Liability: Other	Litigation	Partner	170	\$255	\$575	\$1,073	\$702	\$644	\$694
		Associate	123	\$210	\$425	\$775	\$520	\$487	\$443
		Paralegal	107	\$105	\$125	\$261	\$205	\$184	\$186
	Non-Litigation	Partner	65	\$427	\$525	\$650	\$564	\$530	\$535
		Paralegal	24	\$160	\$226	\$344	\$252	\$230	\$192
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	249	\$217	\$300	\$527	\$420	\$396	\$389
		Associate	177	\$190	\$225	\$355	\$290	\$286	\$280
		Paralegal	178	\$100	\$120	\$196	\$157	\$146	\$129
General Liability: Premises	Litigation	Partner	54	\$340	\$503	\$670	\$556	\$478	\$434
		Associate	37	\$275	\$330	\$505	\$418	\$359	\$295
		Paralegal	37	\$125	\$165	\$210	\$197	\$179	\$164

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Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
General Liability: Product and Product Liability	Litigation	Partner	307	\$335	\$460	\$669	\$546	\$505	\$472
		Associate	221	\$250	\$350	\$500	\$408	\$383	\$350
		Paralegal	195	\$124	\$160	\$226	\$190	\$179	\$173
	Non-Litigation	Partner	53	\$330	\$500	\$680	\$519	\$457	\$459
		Associate	31	\$283	\$335	\$453	\$375	\$343	\$345
		Paralegal	28	\$137	\$150	\$200	\$172	\$162	\$159
General Liability: Property Damage	Litigation	Partner	56	\$393	\$493	\$616	\$528	\$502	\$504
		Associate	40	\$330	\$406	\$433	\$427	\$325	\$328
		Paralegal	26	\$153	\$175	\$209	\$207	\$175	\$174
General Liability: Toxic Tort	Litigation	Partner	22	\$355	\$400	\$485	\$511	\$519	\$490
		Associate	16	\$264	\$296	\$790	\$475	\$496	\$376
		Paralegal	18	\$135	\$175	\$205	\$202	\$202	\$153
Government Relations	Non-Litigation	Partner	54	\$812	\$950	\$1,182	\$1,024	\$980	\$920
		Associate	38	\$544	\$950	\$950	\$831	\$721	\$592

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Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	31	\$175	\$180	\$215	\$194	\$191	\$188
Insurance Defense: Auto and Transportation	Litigation	Partner	1,490	\$175	\$190	\$215	\$220	\$229	\$225
		Associate	1,131	\$156	\$170	\$194	\$176	\$171	\$165
		Paralegal	1,130	\$90	\$100	\$105	\$99	\$96	\$93
	Non-Litigation	Partner	1,770	\$160	\$185	\$208	\$191	\$184	\$183
		Associate	1,686	\$149	\$165	\$185	\$169	\$167	\$164
		Paralegal	1,830	\$85	\$95	\$103	\$96	\$92	\$87
Insurance Defense: Insurer Work Comp	Litigation	Partner	181	\$156	\$170	\$198	\$181	\$185	\$191
		Associate	126	\$153	\$165	\$175	\$169	\$162	\$156
		Paralegal	136	\$95	\$105	\$110	\$105	\$98	\$96
Insurance Defense: Marine	Litigation	Partner	16	\$214	\$261	\$356	\$459	\$269	\$225
Insurance Defense: Other	Litigation	Partner	2,277	\$175	\$200	\$245	\$244	\$256	\$245
		Associate	1,538	\$160	\$175	\$205	\$187	\$192	\$187
		Paralegal	1,470	\$90	\$100	\$110	\$105	\$106	\$101

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Partner	2,599	\$200	\$225	\$275	\$262	\$266	\$248
		Associate	1,828	\$180	\$200	\$230	\$224	\$235	\$216
		Paralegal	1,459	\$95	\$100	\$115	\$113	\$116	\$111
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	305	\$165	\$182	\$200	\$190	\$191	\$190
		Associate	236	\$150	\$160	\$175	\$165	\$162	\$164
		Paralegal	228	\$85	\$90	\$95	\$90	\$87	\$84
Insurance Defense: Pollution	Litigation	Partner	100	\$205	\$240	\$274	\$273	\$248	\$252
		Associate	39	\$188	\$214	\$258	\$237	\$227	\$215
		Paralegal	27	\$93	\$105	\$173	\$126	\$123	\$106
Insurance Defense: Product and Product Liability	Litigation	Partner	79	\$183	\$190	\$208	\$197	\$208	\$203
		Associate	37	\$165	\$175	\$195	\$178	\$187	\$187
		Paralegal	38	\$90	\$95	\$100	\$94	\$101	\$97
	Non-Litigation	Partner	361	\$190	\$210	\$250	\$238	\$220	\$211
		Associate	222	\$175	\$195	\$229	\$213	\$193	\$185
		Paralegal	215	\$95	\$105	\$125	\$123	\$110	\$102

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Insurance Defense: Product and Product Liability	Litigation	Partner	79	\$183	\$190	\$208	\$197	\$208	\$203
		Associate	37	\$165	\$175	\$195	\$178	\$187	\$187
		Paralegal	38	\$90	\$95	\$100	\$94	\$101	\$97
	Non-Litigation	Partner	361	\$190	\$210	\$250	\$238	\$220	\$211
		Associate	222	\$175	\$195	\$229	\$213	\$193	\$185
		Paralegal	215	\$95	\$105	\$125	\$123	\$110	\$102
Insurance Defense: Professional Liability	Litigation	Partner	482	\$200	\$225	\$244	\$238	\$225	\$218
Insurance Defense: Property Damage	Litigation	Partner	760	\$175	\$204	\$245	\$227	\$233	\$235
		Associate	533	\$160	\$175	\$210	\$189	\$196	\$195
		Paralegal	453	\$90	\$100	\$110	\$101	\$103	\$98
	Non-Litigation	Partner	189	\$225	\$300	\$425	\$354	\$298	\$269
		Associate	164	\$220	\$280	\$365	\$306	\$323	\$330
Insurance Policies and Coverage: Policy Coverage Dispute	Litigation	Partner	258	\$250	\$355	\$475	\$387	\$388	\$389
		Associate	164	\$220	\$280	\$365	\$306	\$323	\$330
		Paralegal	133	\$104	\$125	\$190	\$152	\$164	\$167

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Intellectual Property: Licensing	Non-Litigation	Partner	15	\$395	\$625	\$769	\$601	\$698	\$977
		Associate	18	\$449	\$543	\$813	\$614	\$577	\$577
Intellectual Property: Other	Litigation	Partner	52	\$610	\$684	\$937	\$840	\$821	\$768
		Associate	48	\$415	\$695	\$1,074	\$735	\$694	\$599
		Paralegal	38	\$213	\$311	\$418	\$331	\$350	\$269
	Non-Litigation	Partner	89	\$375	\$581	\$860	\$633	\$566	\$579
		Associate	88	\$385	\$498	\$619	\$530	\$492	\$481
		Paralegal	27	\$223	\$275	\$390	\$294	\$260	\$228
Intellectual Property: Patents	Litigation	Partner	262	\$616	\$905	\$1,185	\$917	\$860	\$842
		Associate	242	\$536	\$746	\$934	\$747	\$662	\$679
		Paralegal	156	\$251	\$339	\$412	\$333	\$299	\$298
	Non-Litigation	Partner	296	\$450	\$630	\$868	\$692	\$663	\$630
		Associate	262	\$290	\$400	\$545	\$446	\$476	\$460
		Paralegal	229	\$212	\$246	\$287	\$249	\$246	\$253

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Intellectual Property: Trademarks	Litigation	Partner	15	\$754	\$884	\$1,129	\$958	\$790	\$844
		Associate	21	\$540	\$736	\$922	\$749	\$565	\$572
		Paralegal	12	\$259	\$365	\$432	\$340	\$295	\$316
	Non-Litigation	Partner	93	\$513	\$680	\$845	\$702	\$639	\$607
		Associate	61	\$410	\$500	\$554	\$523	\$437	\$425
		Paralegal	72	\$225	\$258	\$326	\$285	\$284	\$263
Marketing and Advertising	Non-Litigation	Partner	11	\$390	\$600	\$910	\$648	\$708	\$542
Miscellaneous: Billing or Administrative Matter	Non-Litigation	Partner	126	\$475	\$763	\$1,110	\$857	\$855	\$864
		Associate	71	\$385	\$605	\$728	\$597	\$606	\$556
		Paralegal	35	\$213	\$350	\$435	\$319	\$299	\$264
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	236	\$634	\$850	\$1,126	\$934	\$859	\$834
		Associate	158	\$418	\$587	\$837	\$641	\$565	\$492
		Paralegal	34	\$208	\$283	\$340	\$301	\$264	\$266

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Real Estate: Construction/Development	Litigation	Partner	13	\$465	\$650	\$815	\$658	\$675	\$645
		Associate	11	\$293	\$510	\$582	\$452	\$485	\$410
	Non-Litigation	Partner	12	\$853	\$928	\$1,067	\$904	\$825	\$681
Real Estate: Easement and Right of Way	Non-Litigation	Partner	15	\$406	\$576	\$763	\$589	\$522	\$456
Real Estate: Land Use/Zoning/Restrictive Covenants	Non-Litigation	Partner	37	\$475	\$525	\$685	\$575	\$624	\$638
		Associate	18	\$305	\$405	\$505	\$403	\$424	\$466
Real Estate: Landlord/Tenant Issues	Litigation	Partner	34	\$300	\$326	\$484	\$419	\$440	\$429
		Associate	34	\$279	\$315	\$344	\$315	\$340	\$333
		Paralegal	17	\$125	\$150	\$175	\$173	\$162	\$171
Real Estate: Leasing	Litigation	Partner	37	\$300	\$430	\$790	\$576	\$491	\$440
	Non-Litigation	Partner	120	\$393	\$516	\$658	\$561	\$544	\$565
		Associate	80	\$275	\$329	\$506	\$399	\$398	\$395
		Paralegal	36	\$135	\$185	\$247	\$209	\$209	\$183

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Real Estate: Other	Litigation	Partner	55	\$393	\$500	\$836	\$633	\$643	\$610
		Associate	35	\$280	\$464	\$709	\$514	\$440	\$431
		Paralegal	14	\$238	\$258	\$295	\$277	\$251	\$252
	Non-Litigation	Partner	180	\$415	\$568	\$765	\$611	\$561	\$551
		Associate	129	\$300	\$410	\$536	\$449	\$384	\$394
		Paralegal	65	\$170	\$260	\$335	\$260	\$246	\$219
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Partner	85	\$450	\$550	\$851	\$658	\$677	\$712
		Associate	55	\$343	\$450	\$641	\$541	\$513	\$541
		Paralegal	28	\$134	\$206	\$336	\$244	\$251	\$249
Real Estate: Titles	Litigation	Partner	310	\$270	\$316	\$425	\$376	\$372	\$351
		Associate	210	\$225	\$258	\$324	\$304	\$286	\$270
		Paralegal	165	\$125	\$145	\$170	\$163	\$164	\$158
	Non-Litigation	Partner	668	\$275	\$325	\$401	\$384	\$368	\$353

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal							Trend Analysis - Mean		
Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Requests for Information: Subpoena	Litigation	Partner	254	\$650	\$836	\$1,245	\$951	\$932	\$761
		Associate	222	\$540	\$775	\$822	\$721	\$675	\$546
		Paralegal	73	\$250	\$325	\$395	\$333	\$329	\$276

Section I: High-Level Data Cuts

Firm Size By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	566	\$266	\$356	\$480	\$402	\$403	\$395
		Associate	324	\$213	\$275	\$357	\$324	\$291	\$276
	Non-Litigation	Partner	695	\$300	\$425	\$575	\$454	\$448	\$429
		Associate	449	\$225	\$300	\$385	\$328	\$299	\$290
51-200 Lawyers	Litigation	Partner	627	\$324	\$436	\$622	\$507	\$476	\$467
		Associate	387	\$235	\$295	\$384	\$337	\$330	\$326
	Non-Litigation	Partner	697	\$400	\$504	\$711	\$587	\$571	\$539
		Associate	377	\$270	\$350	\$495	\$398	\$380	\$360
201-500 Lawyers	Litigation	Partner	640	\$491	\$665	\$952	\$747	\$693	\$605
		Associate	560	\$375	\$484	\$709	\$545	\$502	\$408
	Non-Litigation	Partner	1,184	\$476	\$666	\$930	\$761	\$729	\$666
		Associate	896	\$361	\$480	\$730	\$561	\$515	\$469

Section I: High-Level Data Cuts

Firm Size By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
501-1,000 Lawyers	Litigation	Partner	651	\$665	\$921	\$1,236	\$994	\$936	\$864
		Associate	704	\$474	\$677	\$907	\$703	\$641	\$592
	Non-Litigation	Partner	1,417	\$735	\$1,074	\$1,595	\$1,182	\$1,075	\$1,022
		Associate	1,466	\$570	\$820	\$1,040	\$839	\$748	\$708
More Than 1,000 Lawyers	Litigation	Partner	565	\$850	\$1,050	\$1,350	\$1,122	\$1,051	\$967
		Associate	677	\$550	\$695	\$882	\$726	\$679	\$632
	Non-Litigation	Partner	1,501	\$965	\$1,265	\$1,607	\$1,309	\$1,239	\$1,148
		Associate	1,451	\$616	\$838	\$1,125	\$874	\$811	\$758

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Albany NY	21 or More Years	11	\$282	\$308	\$323	\$312	\$314	\$328
Atlanta GA	Fewer Than 21 Years	51	\$450	\$648	\$808	\$669	\$653	\$641
	21 or More Years	86	\$434	\$598	\$829	\$666	\$682	\$674
Austin TX	Fewer Than 21 Years	11	\$425	\$664	\$829	\$668	\$608	\$697
	21 or More Years	24	\$465	\$510	\$632	\$603	\$608	\$611
Baltimore MD	Fewer Than 21 Years	22	\$452	\$615	\$845	\$710	\$592	\$594
	21 or More Years	54	\$524	\$666	\$846	\$741	\$706	\$648
Birmingham AL	Fewer Than 21 Years	12	\$375	\$430	\$514	\$428	\$427	\$376
	21 or More Years	31	\$321	\$520	\$590	\$497	\$480	\$457
Boston MA	Fewer Than 21 Years	45	\$509	\$861	\$1,296	\$932	\$801	\$755
	21 or More Years	98	\$468	\$900	\$1,267	\$923	\$853	\$793
Bridgeport CT	21 or More Years	10	\$369	\$400	\$413	\$427	\$448	\$474
Buffalo NY	Fewer Than 21 Years	13	\$340	\$394	\$415	\$373	\$336	\$332
	21 or More Years	10	\$313	\$385	\$401	\$362	\$349	\$344
Charleston WV	21 or More Years	17	\$268	\$325	\$345	\$324	\$308	\$306

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Charlotte NC	Fewer Than 21 Years	27	\$700	\$805	\$998	\$856	\$735	\$636
	21 or More Years	40	\$689	\$850	\$1,062	\$862	\$802	\$770
Chicago IL	Fewer Than 21 Years	144	\$725	\$1,105	\$1,443	\$1,115	\$989	\$871
	21 or More Years	273	\$669	\$961	\$1,340	\$1,012	\$966	\$902
Cincinnati OH	Fewer Than 21 Years	11	\$400	\$473	\$589	\$484	\$480	\$446
	21 or More Years	24	\$499	\$555	\$655	\$574	\$600	\$507
Cleveland OH	Fewer Than 21 Years	47	\$433	\$509	\$750	\$615	\$565	\$518
	21 or More Years	90	\$482	\$600	\$726	\$647	\$630	\$598
Columbus OH	21 or More Years	20	\$442	\$559	\$694	\$583	\$538	\$487
Dallas TX	Fewer Than 21 Years	41	\$611	\$755	\$899	\$777	\$661	\$573
	21 or More Years	35	\$470	\$625	\$1,050	\$753	\$815	\$758
Denver CO	Fewer Than 21 Years	27	\$425	\$526	\$594	\$536	\$522	\$492
	21 or More Years	57	\$436	\$557	\$792	\$618	\$623	\$611
Detroit MI	21 or More Years	26	\$280	\$338	\$422	\$377	\$380	\$382
Greenville SC	21 or More Years	16	\$400	\$448	\$550	\$481	\$480	\$463

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Hartford CT	Fewer Than 21 Years	13	\$340	\$440	\$570	\$474	\$475	\$457
	21 or More Years	17	\$515	\$670	\$730	\$650	\$620	\$579
Houston TX	Fewer Than 21 Years	16	\$661	\$985	\$1,050	\$957	\$885	\$838
	21 or More Years	41	\$504	\$916	\$1,187	\$864	\$856	\$876
Indianapolis IN	21 or More Years	24	\$413	\$545	\$670	\$529	\$460	\$482
Jackson MS	21 or More Years	23	\$255	\$330	\$470	\$395	\$367	\$396
Kansas City MO	Fewer Than 21 Years	30	\$500	\$576	\$671	\$575	\$480	\$468
	21 or More Years	60	\$491	\$612	\$758	\$637	\$614	\$538
Los Angeles CA	Fewer Than 21 Years	137	\$584	\$904	\$1,229	\$943	\$887	\$835
	21 or More Years	262	\$528	\$875	\$1,275	\$942	\$907	\$884
Memphis TN	21 or More Years	12	\$311	\$415	\$418	\$378	\$402	\$390
Miami FL	Fewer Than 21 Years	28	\$405	\$511	\$685	\$543	\$505	\$464
	21 or More Years	63	\$419	\$638	\$777	\$622	\$616	\$585
Minneapolis MN	Fewer Than 21 Years	26	\$469	\$578	\$732	\$589	\$599	\$530
	21 or More Years	74	\$580	\$737	\$1,012	\$754	\$714	\$661

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
New Orleans LA	Fewer Than 21 Years	16	\$330	\$363	\$389	\$380	\$340	\$319
	21 or More Years	36	\$330	\$416	\$600	\$469	\$436	\$405
New York NY	Fewer Than 21 Years	338	\$738	\$1,230	\$1,786	\$1,254	\$1,170	\$1,090
	21 or More Years	711	\$667	\$1,305	\$1,816	\$1,269	\$1,187	\$1,128
Omaha NE	21 or More Years	20	\$375	\$450	\$482	\$442	\$411	\$412
Orlando FL	21 or More Years	19	\$425	\$475	\$550	\$480	\$484	\$441
Philadelphia PA	Fewer Than 21 Years	126	\$505	\$689	\$874	\$697	\$632	\$611
	21 or More Years	244	\$500	\$724	\$1,014	\$771	\$782	\$746
Phoenix AZ	21 or More Years	35	\$340	\$468	\$618	\$495	\$485	\$495
Pittsburgh PA	Fewer Than 21 Years	29	\$446	\$678	\$917	\$686	\$672	\$606
	21 or More Years	53	\$442	\$648	\$842	\$688	\$673	\$614
Portland ME	21 or More Years	19	\$378	\$427	\$495	\$411	\$374	\$357
Portland OR	Fewer Than 21 Years	22	\$471	\$585	\$690	\$599	\$557	\$531
	21 or More Years	34	\$495	\$540	\$598	\$611	\$567	\$559
Raleigh NC	21 or More Years	15	\$275	\$388	\$478	\$434	\$405	\$421

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Richmond VA	21 or More Years	11	\$429	\$665	\$740	\$684	\$514	\$547
Salt Lake City UT	Fewer Than 21 Years	17	\$390	\$410	\$458	\$415	\$393	\$374
	21 or More Years	17	\$275	\$385	\$450	\$394	\$413	\$416
San Diego CA	Fewer Than 21 Years	13	\$385	\$428	\$515	\$546	\$596	\$554
	21 or More Years	29	\$479	\$1,099	\$1,343	\$971	\$821	\$834
San Francisco CA	Fewer Than 21 Years	37	\$580	\$923	\$1,278	\$957	\$882	\$791
	21 or More Years	96	\$598	\$885	\$1,273	\$931	\$878	\$808
San Jose CA	Fewer Than 21 Years	10	\$929	\$1,120	\$1,283	\$1,142	\$1,061	\$952
	21 or More Years	37	\$650	\$800	\$1,350	\$1,009	\$1,051	\$1,022
Seattle WA	Fewer Than 21 Years	37	\$460	\$533	\$755	\$596	\$546	\$520
	21 or More Years	70	\$495	\$671	\$875	\$704	\$632	\$625
St. Louis MO	Fewer Than 21 Years	11	\$369	\$530	\$573	\$489	\$454	\$432
	21 or More Years	39	\$252	\$337	\$523	\$408	\$459	\$442
Tampa FL	Fewer Than 21 Years	10	\$403	\$425	\$510	\$462	\$434	\$410
	21 or More Years	22	\$398	\$540	\$625	\$523	\$508	\$480

Section I: High-Level Data Cuts

Cities
By YOE

2024 - Real Rates for Partner						Trend Analysis - Mean		
City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Trenton NJ	21 or More Years	18	\$604	\$773	\$950	\$772	\$655	\$627
Washington DC	Fewer Than 21 Years	290	\$731	\$969	\$1,197	\$993	\$934	\$855
	21 or More Years	555	\$760	\$995	\$1,283	\$1,055	\$992	\$949

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	3 to Fewer Than 7 Years	24	\$379	\$437	\$466	\$495	\$480	\$416
	7 or More Years	39	\$351	\$474	\$597	\$526	\$530	\$459
Baltimore MD	3 to Fewer Than 7 Years	18	\$387	\$525	\$650	\$520	\$581	\$466
	7 or More Years	26	\$382	\$724	\$780	\$643	\$590	\$537
Boston MA	3 to Fewer Than 7 Years	14	\$440	\$520	\$668	\$569	\$569	\$493
	7 or More Years	38	\$344	\$528	\$773	\$569	\$551	\$535
Charlotte NC	3 to Fewer Than 7 Years	16	\$425	\$440	\$465	\$455	\$411	\$371
	7 or More Years	14	\$417	\$446	\$546	\$508	\$567	\$498
Chicago IL	3 to Fewer Than 7 Years	75	\$628	\$900	\$1,155	\$869	\$645	\$490
	7 or More Years	56	\$432	\$701	\$1,016	\$750	\$713	\$630
Cleveland OH	3 to Fewer Than 7 Years	25	\$300	\$405	\$520	\$418	\$354	\$318
	7 or More Years	50	\$274	\$340	\$447	\$384	\$354	\$347

Section I: High-Level Data Cuts

Cities
By YOY

2024 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Dallas TX	3 to Fewer Than 7 Years	13	\$425	\$636	\$730	\$567	\$565	\$555
	7 or More Years	16	\$396	\$585	\$849	\$634	\$583	\$507
Denver CO	7 or More Years	14	\$210	\$404	\$460	\$363	\$399	\$377
Houston TX	7 or More Years	11	\$324	\$911	\$1,055	\$726	\$555	\$481
Kansas City MO	3 to Fewer Than 7 Years	10	\$317	\$400	\$424	\$391	\$369	\$331
	7 or More Years	21	\$294	\$353	\$431	\$390	\$370	\$334
Los Angeles CA	3 to Fewer Than 7 Years	73	\$586	\$755	\$962	\$762	\$671	\$609
	7 or More Years	101	\$475	\$768	\$972	\$737	\$727	\$661
Miami FL	3 to Fewer Than 7 Years	11	\$336	\$448	\$545	\$430	\$432	\$385
Minneapolis MN	3 to Fewer Than 7 Years	21	\$382	\$475	\$577	\$484	\$477	\$405
	7 or More Years	24	\$390	\$698	\$799	\$606	\$471	\$472
New York NY	Fewer Than 3 Years	106	\$655	\$819	\$926	\$822	\$674	\$522
	3 to Fewer Than 7 Years	241	\$480	\$923	\$1,192	\$898	\$782	\$700

Section I: High-Level Data Cuts

Cities
By YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
	7 or More Years	288	\$489	\$821	\$1,205	\$866	\$804	\$773
Philadelphia PA	3 to Fewer Than 7 Years	71	\$421	\$475	\$566	\$495	\$438	\$420
	7 or More Years	120	\$460	\$590	\$710	\$587	\$529	\$488
Pittsburgh PA	3 to Fewer Than 7 Years	24	\$252	\$400	\$621	\$430	\$387	\$395
	7 or More Years	33	\$386	\$565	\$700	\$578	\$493	\$439
Portland OR	3 to Fewer Than 7 Years	22	\$361	\$405	\$469	\$447	\$385	\$375
	7 or More Years	51	\$450	\$492	\$568	\$521	\$454	\$451
San Diego CA	7 or More Years	10	\$369	\$425	\$435	\$438	\$501	\$380
San Francisco CA	3 to Fewer Than 7 Years	10	\$635	\$788	\$813	\$751	\$596	\$528
	7 or More Years	25	\$525	\$890	\$1,077	\$812	\$657	\$570
San Jose CA	7 or More Years	13	\$525	\$600	\$863	\$719	\$680	\$645
Seattle WA	3 to Fewer Than 7 Years	17	\$325	\$350	\$439	\$383	\$334	\$318
	7 or More Years	15	\$370	\$438	\$490	\$469	\$514	\$413

Section I: High-Level Data Cuts

Cities By YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2024	2023	2022
Washington DC	3 to Fewer Than 7 Years	131	\$488	\$625	\$920	\$701	\$627	\$548
	7 or More Years	141	\$546	\$733	\$950	\$790	\$750	\$721

Section II: Industry Analysis

All data and analysis based on
data collected thru Q2 2024

Section II: Industry Analysis

All
By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Basic Materials and Utilities	Litigation	Partner	293	\$325	\$464	\$634	\$517	\$492	\$453
		Associate	236	\$250	\$325	\$415	\$362	\$331	\$320
	Non-Litigation	Partner	354	\$525	\$767	\$1,318	\$951	\$916	\$847
		Associate	309	\$455	\$745	\$1,107	\$796	\$760	\$688
Consumer Goods	Litigation	Partner	225	\$330	\$425	\$650	\$552	\$508	\$477
		Associate	157	\$245	\$323	\$397	\$375	\$370	\$348
	Non-Litigation	Partner	365	\$496	\$617	\$833	\$702	\$670	\$657
		Associate	193	\$360	\$415	\$534	\$475	\$466	\$447
Consumer Services	Litigation	Partner	539	\$495	\$675	\$920	\$749	\$694	\$674
		Associate	541	\$375	\$512	\$750	\$585	\$539	\$504
	Non-Litigation	Partner	735	\$526	\$695	\$1,071	\$879	\$811	\$779
		Associate	694	\$395	\$551	\$847	\$663	\$601	\$603
Financials Excluding Insurance	Litigation	Partner	1,582	\$350	\$550	\$895	\$686	\$668	\$609
		Associate	1,468	\$280	\$412	\$637	\$500	\$493	\$431

Section II: Industry Analysis

All
By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Health Care	Non-Litigation	Partner	3,233	\$575	\$917	\$1,384	\$1,021	\$980	\$932
		Associate	2,776	\$432	\$675	\$956	\$728	\$688	\$672
	Litigation	Partner	751	\$475	\$770	\$1,058	\$797	\$726	\$695
		Associate	628	\$422	\$568	\$764	\$594	\$534	\$508
	Non-Litigation	Partner	504	\$575	\$741	\$1,047	\$852	\$782	\$710
		Associate	428	\$400	\$539	\$769	\$619	\$572	\$497
	Litigation	Partner	529	\$491	\$775	\$1,202	\$870	\$865	\$814
		Associate	440	\$425	\$690	\$807	\$658	\$627	\$605
Industrials	Non-Litigation	Partner	870	\$491	\$768	\$1,238	\$890	\$858	\$810
		Associate	807	\$435	\$653	\$895	\$674	\$657	\$589
	Litigation	Partner	5,100	\$178	\$205	\$250	\$263	\$261	\$255
		Associate	3,678	\$160	\$180	\$215	\$216	\$214	\$207
Insurance	Non-Litigation	Partner	10,199	\$195	\$225	\$265	\$293	\$293	\$264
		Associate	8,119	\$170	\$199	\$213	\$250	\$252	\$222

Section II: Industry Analysis

All

By Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Technology and Telecommunications	Litigation	Partner	516	\$597	\$800	\$1,019	\$859	\$809	\$783
		Associate	542	\$425	\$565	\$801	\$628	\$560	\$545
	Non-Litigation	Partner	1,051	\$540	\$786	\$1,090	\$866	\$839	\$784
		Associate	932	\$395	\$578	\$894	\$644	\$582	\$548

Section II: Industry Analysis

All
By Role

2024 - Real Rates for Associate, Paralegal, and Partner

Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Basic Materials and Utilities	Partner	606	\$416	\$595	\$925	\$751	\$740	\$681
	Associate	525	\$316	\$437	\$789	\$598	\$567	\$519
	Paralegal	267	\$132	\$186	\$275	\$224	\$262	\$223
Consumer Goods	Partner	565	\$422	\$554	\$783	\$647	\$609	\$586
	Associate	339	\$298	\$380	\$476	\$431	\$423	\$401
	Paralegal	210	\$141	\$175	\$275	\$220	\$211	\$193
Consumer Services	Partner	1,149	\$505	\$685	\$983	\$823	\$757	\$731
	Associate	1,137	\$387	\$530	\$788	\$628	\$571	\$557
	Paralegal	460	\$215	\$285	\$380	\$309	\$292	\$276
Financials Excluding Insurance	Partner	4,519	\$475	\$792	\$1,215	\$904	\$886	\$836
	Associate	4,070	\$361	\$568	\$861	\$645	\$628	\$603
	Paralegal	1,829	\$175	\$255	\$374	\$283	\$282	\$266
Health Care	Partner	1,184	\$540	\$756	\$1,056	\$819	\$751	\$701
	Associate	1,008	\$403	\$562	\$765	\$604	\$551	\$503
	Paralegal	541	\$200	\$252	\$325	\$263	\$246	\$240

Section II: Industry Analysis

All
By Role

2024 - Real Rates for Associate, Paralegal, and Partner

Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Industrials	Partner	1,232	\$491	\$775	\$1,230	\$883	\$860	\$811
	Associate	1,133	\$425	\$663	\$872	\$669	\$647	\$593
	Paralegal	574	\$188	\$285	\$436	\$312	\$314	\$297
Insurance	Partner	13,172	\$185	\$220	\$265	\$282	\$282	\$261
	Associate	10,406	\$166	\$192	\$225	\$239	\$239	\$217
	Paralegal	8,361	\$90	\$100	\$115	\$116	\$116	\$106
Technology and Telecommunications	Partner	1,441	\$550	\$793	\$1,060	\$864	\$829	\$784
	Associate	1,384	\$412	\$575	\$850	\$638	\$575	\$547
	Paralegal	509	\$190	\$260	\$367	\$278	\$274	\$258

Section II: Industry Analysis

Basic Materials and Utilities By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Regulatory and Compliance	Non-Litigation	Partner	46	\$615	\$833	\$986	\$844	\$769	\$675
		Associate	27	\$398	\$459	\$630	\$557	\$567	\$523
Environmental	Non-Litigation	Partner	38	\$525	\$590	\$1,032	\$741	\$709	\$620
		Associate	22	\$462	\$574	\$767	\$601	\$590	\$505
Employment and Labor: Other	Non-Litigation	Partner	40	\$489	\$565	\$660	\$597	\$530	\$471
		Associate	13	\$325	\$383	\$420	\$392	\$337	\$342

Section II: Industry Analysis

Consumer Goods

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Regulatory and Compliance	Non-Litigation	Partner	41	\$645	\$995	\$1,325	\$1,010	\$993	\$900
Environmental	Litigation	Partner	10	\$453	\$475	\$564	\$507	\$658	\$676
Intellectual Property: Patents	Non-Litigation	Partner	12	\$440	\$552	\$670	\$571	\$566	\$505
Employment and Labor: Other	Non-Litigation	Partner	75	\$490	\$585	\$719	\$629	\$596	\$571
		Associate	38	\$340	\$380	\$438	\$391	\$423	\$378
	Litigation	Partner	14	\$395	\$616	\$1,432	\$865	\$730	\$627
Commercial	Litigation	Partner	76	\$433	\$550	\$745	\$644	\$585	\$568
		Associate	43	\$325	\$380	\$450	\$423	\$483	\$435

Section II: Industry Analysis

Consumer Services

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Litigation	Partner	207	\$506	\$718	\$916	\$754	\$717	\$715
		Associate	177	\$375	\$495	\$681	\$550	\$529	\$523
	Non-Litigation	Partner	69	\$485	\$625	\$851	\$707	\$751	\$688
		Associate	54	\$387	\$486	\$681	\$544	\$494	\$494
Corporate: Other	Non-Litigation	Partner	158	\$918	\$1,400	\$1,953	\$1,407	\$1,205	\$1,036
		Associate	141	\$734	\$1,060	\$1,335	\$1,031	\$834	\$790
Corporate: Regulatory and Compliance	Non-Litigation	Partner	230	\$547	\$624	\$888	\$734	\$687	\$668
		Associate	190	\$395	\$525	\$724	\$590	\$546	\$556

Section II: Industry Analysis

Consumer Services

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	44	\$325	\$468	\$495	\$446	\$437	\$412
		Associate	58	\$317	\$353	\$475	\$372	\$355	\$344
Employment and Labor: Other	Litigation	Partner	50	\$458	\$660	\$936	\$692	\$571	\$571
		Associate	34	\$344	\$430	\$524	\$446	\$394	\$351
	Non-Litigation	Partner	32	\$450	\$528	\$695	\$602	\$561	\$546
		Associate	31	\$439	\$495	\$525	\$483	\$453	\$432
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	11	\$428	\$500	\$765	\$576	\$595	\$536
Intellectual Property: Patents	Non-Litigation	Partner	50	\$464	\$587	\$682	\$633	\$614	\$601
		Associate	62	\$217	\$357	\$514	\$387	\$404	\$384
Intellectual Property: Trademarks	Non-Litigation	Partner	10	\$616	\$662	\$861	\$740	\$577	\$610

Section II: Industry Analysis

Consumer Services

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Real Estate: Leasing	Non-Litigation	Partner	21	\$425	\$544	\$805	\$589	\$589	\$530
		Associate	13	\$310	\$375	\$560	\$419	\$457	\$419
Real Estate: Other	Non-Litigation	Partner	62	\$400	\$550	\$765	\$588	\$517	\$554
		Associate	43	\$294	\$400	\$578	\$436	\$362	\$379

Section II: Industry Analysis

Financials Excluding Insurance

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Regulatory and Compliance	Non-Litigation	Partner	132	\$903	\$1,285	\$1,745	\$1,327	\$1,213	\$1,160
		Associate	106	\$562	\$838	\$1,175	\$909	\$786	\$772
	Litigation	Partner	23	\$685	\$1,016	\$1,244	\$1,025	\$1,036	\$867
		Associate	25	\$445	\$500	\$727	\$573	\$585	\$573
Corporate: Tax	Non-Litigation	Partner	53	\$877	\$1,176	\$1,675	\$1,286	\$1,336	\$1,154
		Associate	32	\$622	\$806	\$1,070	\$862	\$870	\$774
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	110	\$662	\$1,109	\$1,645	\$1,165	\$1,041	\$926
		Associate	75	\$395	\$632	\$962	\$718	\$644	\$521
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	339	\$825	\$1,175	\$1,589	\$1,224	\$1,137	\$1,147
		Associate	332	\$533	\$751	\$990	\$775	\$747	\$782
	Litigation	Partner	41	\$1,039	\$1,256	\$1,635	\$1,322	\$1,121	\$985
		Associate	54	\$539	\$679	\$832	\$707	\$699	\$684
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	43	\$864	\$1,050	\$1,341	\$1,113	\$1,082	\$897
		Associate	19	\$501	\$576	\$766	\$632	\$587	\$638

Section II: Industry Analysis

Financials Excluding Insurance

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Finance and Securities: Loans and Financing	Non-Litigation	Partner	1,433	\$657	\$980	\$1,455	\$1,084	\$975	\$891
		Associate	1,355	\$480	\$736	\$1,005	\$771	\$704	\$639
	Litigation	Partner	161	\$335	\$482	\$760	\$622	\$629	\$602
		Associate	140	\$280	\$378	\$500	\$444	\$438	\$408
Corporate: Other	Non-Litigation	Partner	445	\$626	\$1,030	\$1,441	\$1,059	\$983	\$981
		Associate	310	\$450	\$705	\$972	\$756	\$697	\$702
	Litigation	Partner	237	\$350	\$570	\$1,102	\$776	\$755	\$681
		Associate	162	\$311	\$500	\$746	\$574	\$571	\$476
Corporate: Treasury	Non-Litigation	Partner	41	\$766	\$915	\$1,160	\$1,023	\$1,020	\$941
		Associate	35	\$411	\$575	\$719	\$650	\$551	\$555
Miscellaneous : General Advice & Counsel	Non-Litigation	Partner	141	\$645	\$875	\$1,125	\$930	\$849	\$783
		Associate	115	\$478	\$660	\$868	\$687	\$557	\$450
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	32	\$758	\$840	\$1,012	\$921	\$797	\$837

Section II: Industry Analysis

Financials Excluding Insurance

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Non-Litigation	Partner	157	\$675	\$931	\$1,575	\$1,111	\$1,150	\$1,060
		Associate	130	\$441	\$633	\$938	\$731	\$800	\$771
	Litigation	Partner	283	\$451	\$598	\$1,031	\$809	\$724	\$699
		Associate	259	\$330	\$480	\$803	\$591	\$526	\$485
Employment and Labor: Other	Litigation	Partner	104	\$824	\$983	\$1,487	\$1,110	\$1,108	\$885
		Associate	153	\$531	\$636	\$825	\$680	\$699	\$562
	Non-Litigation	Partner	160	\$430	\$508	\$933	\$741	\$764	\$681
		Associate	79	\$359	\$578	\$831	\$653	\$595	\$549
Employment and Labor: Discrimination Retaliation and Harassment / EEO	Litigation	Partner	37	\$639	\$820	\$980	\$896	\$826	\$609
		Associate	24	\$376	\$482	\$919	\$646	\$639	\$413
Finance and Securities: Routine Financial Transactions	Non-Litigation	Partner	62	\$515	\$791	\$1,051	\$846	\$871	\$791
		Associate	30	\$355	\$422	\$527	\$501	\$547	\$462
Intellectual Property: Other	Non-Litigation	Partner	12	\$508	\$818	\$882	\$765	\$643	\$648
		Associate	16	\$400	\$589	\$821	\$656	\$583	\$630

Section II: Industry Analysis

Financials Excluding Insurance

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Real Estate: Other	Litigation	Partner	29	\$450	\$550	\$815	\$648	\$667	\$641
		Associate	17	\$280	\$510	\$660	\$507	\$457	\$457
	Non-Litigation	Partner	45	\$375	\$510	\$815	\$609	\$608	\$589
		Associate	34	\$260	\$413	\$678	\$489	\$420	\$444
Finance and Securities: Fiduciary Services	Non-Litigation	Partner	47	\$437	\$482	\$630	\$576	\$841	\$711
		Associate	23	\$333	\$395	\$483	\$447	\$492	\$413
Bankruptcy and Collections	Litigation	Partner	455	\$335	\$450	\$678	\$539	\$487	\$466
		Associate	300	\$275	\$316	\$480	\$407	\$354	\$342
	Non-Litigation	Partner	159	\$340	\$413	\$513	\$473	\$437	\$442
		Associate	87	\$268	\$341	\$398	\$379	\$317	\$334
Real Estate: Leasing	Non-Litigation	Partner	17	\$275	\$330	\$515	\$452	\$471	\$524

Section II: Industry Analysis

Health Care

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Litigation	Partner	16	\$515	\$740	\$778	\$694	\$592	\$485
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	20	\$834	\$2,000	\$2,200	\$1,555	\$1,300	\$935
Corporate: Other	Litigation	Partner	174	\$701	\$905	\$1,111	\$921	\$850	\$813
		Associate	148	\$466	\$593	\$768	\$649	\$564	\$576
Corporate: Regulatory and Compliance	Litigation	Partner	80	\$843	\$1,010	\$1,315	\$1,024	\$847	\$808
		Associate	58	\$623	\$728	\$888	\$715	\$580	\$528
	Non-Litigation	Partner	107	\$623	\$789	\$1,059	\$838	\$784	\$688
		Associate	91	\$402	\$505	\$835	\$607	\$555	\$470
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	18	\$455	\$683	\$815	\$625	\$647	\$596
		Associate	13	\$360	\$431	\$525	\$435	\$445	\$427
Employment and Labor: Other	Non-Litigation	Partner	63	\$489	\$580	\$691	\$698	\$618	\$553
		Associate	30	\$349	\$390	\$456	\$431	\$425	\$321

Section II: Industry Analysis

Health Care

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
General Liability: Product and Product Liability	Litigation	Partner	183	\$363	\$531	\$754	\$622	\$565	\$529
		Associate	132	\$325	\$444	\$595	\$466	\$432	\$383
Intellectual Property: Other	Non-Litigation	Partner	15	\$520	\$648	\$754	\$626	\$611	\$645
		Associate	10	\$465	\$525	\$593	\$532	\$447	\$389
Intellectual Property: Patents	Litigation	Partner	92	\$706	\$1,033	\$1,292	\$991	\$892	\$841
		Associate	98	\$650	\$803	\$958	\$776	\$680	\$670
	Non-Litigation	Partner	80	\$572	\$683	\$867	\$727	\$721	\$633
		Associate	73	\$401	\$485	\$603	\$520	\$504	\$474
Intellectual Property: Trademarks	Non-Litigation	Partner	21	\$500	\$820	\$1,134	\$836	\$739	\$752
		Associate	14	\$493	\$721	\$792	\$681	\$594	\$619

Section II: Industry Analysis

Industrials

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Litigation	Partner	37	\$410	\$475	\$1,074	\$660	\$753	\$776
		Associate	36	\$485	\$775	\$891	\$694	\$719	\$616
	Non-Litigation	Partner	44	\$594	\$894	\$1,152	\$913	\$783	\$836
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	148	\$1,005	\$1,256	\$1,578	\$1,287	\$1,245	\$1,189
		Associate	189	\$620	\$778	\$1,065	\$842	\$809	\$752
Corporate: Other	Litigation	Partner	122	\$675	\$983	\$1,338	\$991	\$932	\$895
		Associate	116	\$626	\$720	\$900	\$717	\$666	\$613
	Non-Litigation	Partner	364	\$505	\$859	\$1,240	\$907	\$866	\$812
		Associate	307	\$420	\$642	\$900	\$654	\$631	\$559
Corporate: Regulatory and Compliance	Non-Litigation	Partner	47	\$533	\$960	\$1,338	\$951	\$914	\$948
		Associate	31	\$599	\$655	\$897	\$698	\$718	\$690
Corporate: Tax	Non-Litigation	Partner	65	\$737	\$1,235	\$1,451	\$1,124	\$1,039	\$997
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	22	\$642	\$771	\$1,053	\$831	\$829	\$749
		Associate	20	\$399	\$542	\$765	\$578	\$514	\$496

Section II: Industry Analysis

Industrials

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Other	Litigation	Partner	53	\$421	\$525	\$963	\$717	\$643	\$711
	Non-Litigation	Partner	85	\$381	\$425	\$568	\$522	\$546	\$536
		Associate	51	\$380	\$420	\$495	\$467	\$474	\$431
Environmental	Non-Litigation	Partner	25	\$484	\$575	\$753	\$648	\$609	\$883
Intellectual Property: Patents	Non-Litigation	Partner	34	\$353	\$458	\$746	\$620	\$569	\$515
		Associate	18	\$152	\$240	\$302	\$274	\$415	\$253
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	25	\$655	\$724	\$1,960	\$1,164	\$1,143	\$1,244

Section II: Industry Analysis

Insurance

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	Non-Litigation	Partner	82	\$430	\$943	\$1,490	\$937	\$897	\$764
		Associate	41	\$370	\$830	\$1,107	\$790	\$654	\$600
Employment and Labor: Other	Non-Litigation	Partner	68	\$474	\$584	\$846	\$672	\$688	\$593
		Associate	35	\$328	\$375	\$588	\$458	\$488	\$445
Government Relations	Non-Litigation	Partner	12	\$1,044	\$1,127	\$1,423	\$1,270	\$966	\$950
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	31	\$175	\$180	\$215	\$194	\$191	\$188
Insurance Defense: Auto and Transportation	Litigation	Partner	1,490	\$175	\$190	\$215	\$220	\$229	\$225
		Associate	1,131	\$156	\$170	\$194	\$176	\$171	\$165
	Non-Litigation	Partner	1,770	\$160	\$185	\$208	\$191	\$184	\$183
		Associate	1,686	\$149	\$165	\$185	\$169	\$167	\$164
Insurance Defense: Insurer Work Comp	Litigation	Partner	181	\$156	\$170	\$198	\$181	\$185	\$191
		Associate	126	\$153	\$165	\$175	\$169	\$162	\$156
Insurance Defense: Marine	Litigation	Partner	16	\$214	\$261	\$356	\$459	\$269	\$225

Section II: Industry Analysis

Insurance

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Insurance Defense: Other	Litigation	Partner	2,277	\$175	\$200	\$245	\$244	\$256	\$245
		Associate	1,538	\$160	\$175	\$205	\$187	\$192	\$187
	Non-Litigation	Partner	2,599	\$200	\$225	\$275	\$262	\$266	\$248
		Associate	1,828	\$180	\$200	\$230	\$224	\$235	\$216
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	305	\$165	\$182	\$200	\$190	\$191	\$190
		Associate	236	\$150	\$160	\$175	\$165	\$162	\$164
Insurance Defense: Pollution	Litigation	Partner	100	\$205	\$240	\$274	\$273	\$248	\$252
		Associate	39	\$188	\$214	\$258	\$237	\$227	\$215
Insurance Defense: Product and Product Liability	Litigation	Partner	79	\$183	\$190	\$208	\$197	\$208	\$203
		Associate	37	\$165	\$175	\$195	\$178	\$187	\$187
	Non-Litigation	Partner	361	\$190	\$210	\$250	\$238	\$220	\$211
		Associate	222	\$175	\$195	\$229	\$213	\$193	\$185
Insurance Defense: Professional Liability	Litigation	Partner	482	\$200	\$225	\$244	\$238	\$225	\$218
Insurance Defense: Property Damage	Litigation	Partner	755	\$175	\$200	\$245	\$225	\$229	\$233
		Associate	529	\$160	\$175	\$210	\$188	\$194	\$193

Section II: Industry Analysis

Technology and Telecommunications

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Litigation	Partner	39	\$590	\$750	\$1,021	\$817	\$972	\$903
		Associate	31	\$425	\$495	\$655	\$592	\$561	\$548
	Non-Litigation	Partner	19	\$507	\$835	\$938	\$796	\$632	\$658
Corporate: Antitrust and Competition	Non-Litigation	Partner	29	\$1,063	\$1,260	\$1,695	\$1,358	\$1,345	\$1,220
		Associate	40	\$616	\$837	\$1,109	\$873	\$814	\$748
Corporate: Governance	Non-Litigation	Partner	25	\$1,307	\$1,511	\$1,679	\$1,547	\$1,327	\$1,258
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	32	\$875	\$1,084	\$2,213	\$1,410	\$1,006	\$939
		Associate	29	\$810	\$1,030	\$1,315	\$1,021	\$609	\$612
Corporate: Other	Litigation	Partner	79	\$631	\$810	\$1,195	\$969	\$848	\$837
		Associate	87	\$445	\$556	\$830	\$658	\$540	\$552
	Non-Litigation	Partner	228	\$778	\$950	\$1,236	\$1,015	\$970	\$887
		Associate	182	\$550	\$725	\$950	\$731	\$628	\$588
Corporate: Regulatory and Compliance	Non-Litigation	Partner	177	\$609	\$710	\$950	\$784	\$837	\$778
		Associate	147	\$442	\$644	\$950	\$662	\$575	\$520

Section II: Industry Analysis

Technology and Telecommunications

By Matter Type and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	22	\$661	\$703	\$1,185	\$879	\$819	\$724
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Non-Litigation	Partner	18	\$480	\$518	\$707	\$607	\$573	\$564
Employment and Labor: Other	Litigation	Partner	20	\$614	\$828	\$912	\$797	\$663	\$700
	Non-Litigation	Partner	123	\$475	\$539	\$658	\$599	\$591	\$564
		Associate	102	\$334	\$385	\$445	\$411	\$397	\$377
General Liability: Consumer Related Claims	Litigation	Associate	24	\$422	\$608	\$719	\$597	\$485	\$439
Intellectual Property: Patents	Litigation	Partner	95	\$650	\$913	\$1,150	\$910	\$862	\$841
		Associate	63	\$525	\$679	\$856	\$693	\$604	\$652
	Non-Litigation	Partner	100	\$399	\$733	\$1,039	\$735	\$711	\$722
		Associate	91	\$300	\$350	\$565	\$462	\$520	\$544
Intellectual Property: Trademarks	Non-Litigation	Partner	20	\$594	\$710	\$826	\$724	\$673	\$569
		Associate	20	\$412	\$485	\$574	\$515	\$417	\$378

Section III: Practice Area Analysis

All data and analysis based on
data collected thru Q2 2024

Section III: Practice Area Analysis

Bankruptcy and Collections By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Baltimore MD	Partner	21	\$360	\$476	\$506	\$482	\$437	\$430
Boston MA	Partner	37	\$545	\$572	\$860	\$720	\$626	\$552
	Associate	25	\$365	\$520	\$620	\$519	\$562	\$530
Buffalo NY	Partner	12	\$210	\$287	\$399	\$312	\$305	\$287
Chicago IL	Associate	33	\$277	\$530	\$995	\$656	\$510	\$540
Cleveland OH	Partner	22	\$403	\$499	\$588	\$508	\$560	\$511
Dallas TX	Partner	15	\$353	\$575	\$713	\$579	\$575	\$520
	Associate	21	\$275	\$277	\$534	\$447	\$305	\$287
Detroit MI	Partner	15	\$286	\$325	\$413	\$363	\$327	\$342
	Associate	17	\$251	\$295	\$371	\$327	\$298	\$279
Hartford CT	Partner	18	\$353	\$422	\$482	\$412	\$411	\$401
Los Angeles CA	Partner	25	\$370	\$712	\$1,090	\$741	\$623	\$742
	Associate	14	\$300	\$375	\$791	\$507	\$470	\$497
New York NY	Partner	62	\$400	\$594	\$761	\$677	\$664	\$636
	Associate	60	\$300	\$360	\$539	\$495	\$405	\$384

Section III: Practice Area Analysis

Bankruptcy and Collections By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Philadelphia PA	Partner	77	\$403	\$582	\$716	\$583	\$526	\$527
	Associate	66	\$331	\$425	\$536	\$438	\$403	\$371
Pittsburgh PA	Partner	28	\$365	\$435	\$480	\$436	\$426	\$407
	Associate	24	\$265	\$390	\$480	\$376	\$360	\$344

Section III: Practice Area Analysis

Bankruptcy and Collections

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	27	\$323	\$395	\$505	\$458	\$434	\$425
21 or More Years	Litigation	93	\$357	\$425	\$583	\$480	\$473	\$502
	Non-Litigation	98	\$333	\$425	\$513	\$459	\$447	\$449

Section III: Practice Area Analysis

Bankruptcy and Collections By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	20	\$300	\$310	\$430	\$437	\$372	\$367
7 or More Years	Litigation	24	\$300	\$330	\$481	\$385	\$385	\$344

Section III: Practice Area Analysis

Bankruptcy and Collections

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	45	\$287	\$345	\$410	\$351	\$352	\$362
		Associate	21	\$257	\$295	\$350	\$309	\$262	\$283
	Non-Litigation	Partner	37	\$291	\$303	\$325	\$310	\$312	\$300
51-200 Lawyers	Litigation	Partner	56	\$378	\$420	\$568	\$467	\$468	\$422
		Associate	23	\$263	\$310	\$351	\$326	\$294	\$309
	Non-Litigation	Partner	37	\$402	\$495	\$503	\$489	\$423	\$404
201-500 Lawyers	Litigation	Partner	40	\$453	\$610	\$764	\$618	\$537	\$497
		Associate	29	\$300	\$400	\$476	\$397	\$391	\$355
	Non-Litigation	Partner	53	\$403	\$432	\$597	\$494	\$474	\$490
		Associate	31	\$296	\$330	\$425	\$346	\$331	\$343

Section III: Practice Area Analysis

Commercial By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	30	\$626	\$701	\$827	\$766	\$721	\$691
	Associate	29	\$386	\$440	\$575	\$493	\$461	\$395
Chicago IL	Partner	97	\$663	\$945	\$1,143	\$954	\$882	\$859
	Associate	80	\$400	\$651	\$823	\$640	\$565	\$549
Cleveland OH	Partner	51	\$453	\$600	\$680	\$608	\$577	\$544
	Associate	41	\$280	\$318	\$385	\$344	\$329	\$281
Dallas TX	Partner	14	\$555	\$815	\$1,036	\$838	\$781	\$731
	Associate	12	\$426	\$659	\$879	\$639	\$578	\$543
Denver CO	Partner	18	\$555	\$640	\$745	\$649	\$612	\$582
	Associate	17	\$411	\$450	\$510	\$460	\$399	\$392
Houston TX	Partner	26	\$524	\$825	\$973	\$784	\$694	\$677
	Associate	15	\$450	\$575	\$702	\$585	\$555	\$516
Indianapolis IN	Partner	12	\$446	\$518	\$645	\$541	\$531	\$497
Kansas City MO	Partner	23	\$545	\$550	\$578	\$595	\$544	\$486
	Associate	25	\$380	\$380	\$417	\$414	\$373	\$346

Section III: Practice Area Analysis

Commercial By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Los Angeles CA	Partner	69	\$615	\$925	\$1,268	\$943	\$985	\$935
	Associate	67	\$443	\$680	\$980	\$712	\$755	\$740
Miami FL	Partner	25	\$596	\$710	\$768	\$701	\$641	\$616
	Associate	13	\$339	\$469	\$628	\$492	\$486	\$445
Minneapolis MN	Partner	75	\$576	\$754	\$956	\$761	\$698	\$670
	Associate	60	\$410	\$480	\$676	\$524	\$478	\$466
New York NY	Partner	151	\$741	\$1,213	\$1,787	\$1,247	\$1,300	\$1,185
	Associate	157	\$550	\$846	\$1,104	\$861	\$859	\$795
Philadelphia PA	Partner	128	\$550	\$790	\$1,015	\$807	\$731	\$731
	Associate	92	\$392	\$520	\$702	\$552	\$481	\$470
Pittsburgh PA	Partner	32	\$415	\$560	\$760	\$597	\$649	\$560
	Associate	28	\$250	\$453	\$500	\$407	\$397	\$380
Portland OR	Partner	19	\$436	\$500	\$570	\$519	\$540	\$576
	Associate	26	\$348	\$450	\$542	\$467	\$437	\$448

Section III: Practice Area Analysis

Commercial By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
San Francisco CA	Partner	26	\$750	\$896	\$1,226	\$973	\$841	\$737
	Associate	20	\$635	\$724	\$1,010	\$817	\$661	\$514
Seattle WA	Partner	29	\$495	\$622	\$875	\$693	\$655	\$606
	Associate	27	\$425	\$475	\$655	\$520	\$467	\$455
St. Louis MO	Partner	14	\$411	\$576	\$681	\$544	\$569	\$550
Tampa FL	Partner	11	\$431	\$615	\$723	\$615	\$587	\$534
Washington DC	Partner	149	\$780	\$1,048	\$1,327	\$1,081	\$999	\$950
	Associate	106	\$530	\$701	\$815	\$703	\$702	\$640

Section III: Practice Area Analysis

Commercial

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	139	\$477	\$642	\$952	\$750	\$709	\$660
	Non-Litigation	155	\$580	\$831	\$1,180	\$949	\$921	\$860
21 or More Years	Litigation	300	\$539	\$727	\$1,014	\$829	\$788	\$779
	Non-Litigation	155	\$580	\$831	\$1,180	\$949	\$921	\$860

Section III: Practice Area Analysis

Commercial

By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	112	\$349	\$532	\$819	\$606	\$548	\$491
	Non-Litigation	29	\$387	\$432	\$578	\$568	\$592	\$457
7 or More Years	Litigation	128	\$360	\$493	\$733	\$593	\$518	\$482
	Non-Litigation	37	\$435	\$504	\$692	\$570	\$623	\$571

Section III: Practice Area Analysis

Commercial

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	79	\$345	\$453	\$631	\$500	\$468	\$422
		Associate	46	\$295	\$353	\$405	\$365	\$276	\$288
	Non-Litigation	Partner	36	\$358	\$465	\$563	\$493	\$443	\$423
		Associate	19	\$341	\$389	\$443	\$424	\$346	\$341
51-200 Lawyers	Litigation	Partner	111	\$450	\$520	\$695	\$593	\$533	\$537
		Associate	66	\$283	\$335	\$397	\$344	\$337	\$335
	Non-Litigation	Associate	15	\$310	\$335	\$357	\$331	\$326	\$324
201-500 Lawyers	Litigation	Partner	128	\$530	\$657	\$888	\$715	\$669	\$633
		Associate	95	\$328	\$419	\$602	\$475	\$426	\$412
	Non-Litigation	Partner	80	\$575	\$647	\$818	\$732	\$696	\$703
		Associate	55	\$405	\$450	\$650	\$524	\$476	\$462
501-1,000 Lawyers	Litigation	Partner	150	\$755	\$969	\$1,328	\$1,100	\$996	\$906
		Associate	160	\$528	\$689	\$943	\$753	\$643	\$586
	Non-Litigation	Partner	90	\$805	\$995	\$1,475	\$1,178	\$1,132	\$1,045
		Associate	73	\$505	\$705	\$940	\$778	\$830	\$694

Section III: Practice Area Analysis

Commercial

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
More Than 1,000 Lawyers	Litigation	Partner	75	\$958	\$1,125	\$1,450	\$1,198	\$1,182	\$1,125
		Associate	104	\$675	\$827	\$1,010	\$817	\$787	\$753
	Non-Litigation	Partner	54	\$963	\$1,183	\$1,475	\$1,263	\$1,276	\$1,131
		Associate	28	\$546	\$738	\$1,004	\$806	\$875	\$827

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Chicago IL	Partner	54	\$893	\$1,262	\$1,425	\$1,198	\$1,163	\$1,044
	Associate	52	\$668	\$785	\$1,053	\$854	\$847	\$701
Houston TX	Associate	11	\$529	\$530	\$780	\$607	\$663	\$643
Los Angeles CA	Partner	19	\$970	\$1,145	\$1,413	\$1,195	\$1,214	\$983
	Associate	13	\$744	\$890	\$1,025	\$894	\$831	\$648
New York NY	Partner	137	\$1,601	\$1,825	\$1,973	\$1,771	\$1,596	\$1,479
	Associate	218	\$804	\$1,079	\$1,280	\$1,062	\$946	\$904
Philadelphia PA	Partner	39	\$665	\$865	\$1,105	\$977	\$1,000	\$841
Pittsburgh PA	Partner	16	\$725	\$861	\$943	\$861	\$748	\$718
	Associate	16	\$411	\$512	\$557	\$490	\$474	\$474
San Francisco CA	Partner	10	\$856	\$936	\$1,113	\$998	\$944	\$967
Washington DC	Partner	72	\$1,035	\$1,252	\$1,488	\$1,266	\$1,240	\$1,112
	Associate	65	\$675	\$775	\$1,014	\$845	\$793	\$734

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Non-Litigation	67	\$761	\$1,118	\$1,759	\$1,230	\$1,114	\$974
21 or More Years	Non-Litigation	121	\$877	\$1,289	\$1,799	\$1,325	\$1,144	\$1,022

Section III: Practice Area Analysis

**Corporate: Mergers,
Acquisitions, and Divestitures**
By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Non-Litigation	34	\$520	\$673	\$1,159	\$844	\$611	\$605
7 or More Years	Non-Litigation	46	\$655	\$848	\$1,230	\$928	\$737	\$789

Section III: Practice Area Analysis

Corporate: Mergers, Acquisitions, and Divestitures

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
51-200 Lawyers	Non-Litigation	Partner	17	\$400	\$540	\$820	\$592	\$556	\$587
201-500 Lawyers	Non-Litigation	Partner	55	\$655	\$848	\$1,224	\$935	\$865	\$739
		Associate	42	\$460	\$638	\$832	\$667	\$552	\$472
501-1,000 Lawyers	Non-Litigation	Partner	72	\$875	\$1,815	\$2,040	\$1,578	\$1,347	\$1,152
		Associate	86	\$745	\$1,030	\$1,280	\$1,000	\$832	\$810
More Than 1,000 Lawyers	Non-Litigation	Partner	118	\$1,085	\$1,355	\$1,688	\$1,416	\$1,265	\$1,165
		Associate	141	\$590	\$795	\$1,150	\$866	\$793	\$740

Section III: Practice Area Analysis

Corporate: Other
By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	59	\$485	\$670	\$960	\$750	\$736	\$743
	Associate	48	\$435	\$473	\$570	\$505	\$531	\$482
Austin TX	Partner	16	\$435	\$495	\$636	\$569	\$632	\$538
Baltimore MD	Partner	41	\$576	\$712	\$842	\$704	\$592	\$583
	Associate	36	\$383	\$495	\$667	\$531	\$415	\$425
Boston MA	Partner	89	\$545	\$855	\$1,178	\$937	\$767	\$740
	Associate	64	\$522	\$731	\$976	\$749	\$607	\$539
Chicago IL	Partner	181	\$806	\$1,020	\$1,300	\$1,063	\$1,015	\$965
	Associate	165	\$590	\$720	\$900	\$744	\$691	\$624
Cleveland OH	Partner	37	\$493	\$631	\$750	\$676	\$644	\$612
	Associate	26	\$322	\$490	\$575	\$469	\$386	\$348
Dallas TX	Associate	38	\$459	\$660	\$869	\$660	\$651	\$634
Detroit MI	Partner	19	\$414	\$451	\$553	\$489	\$411	\$395
Houston TX	Partner	51	\$650	\$950	\$1,212	\$962	\$832	\$904
	Associate	44	\$448	\$551	\$831	\$650	\$611	\$605

Section III: Practice Area Analysis

Corporate: Other
By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Indianapolis IN	Partner	12	\$376	\$479	\$573	\$472	\$484	\$549
Jackson MS	Partner	13	\$405	\$420	\$445	\$438	\$418	\$456
Kansas City MO	Partner	34	\$468	\$575	\$674	\$584	\$561	\$535
	Associate	18	\$380	\$403	\$439	\$402	\$379	\$378
Los Angeles CA	Partner	220	\$716	\$1,123	\$1,410	\$1,078	\$1,019	\$925
	Associate	189	\$578	\$780	\$967	\$766	\$737	\$675
Miami FL	Partner	21	\$524	\$564	\$794	\$641	\$602	\$563
	Associate	10	\$370	\$400	\$542	\$467	\$419	\$359
Minneapolis MN	Partner	27	\$566	\$646	\$909	\$720	\$712	\$625
	Associate	19	\$338	\$457	\$555	\$491	\$420	\$415
New Orleans LA	Partner	22	\$344	\$387	\$479	\$412	\$408	\$382
New York NY	Partner	427	\$953	\$1,431	\$1,800	\$1,385	\$1,285	\$1,217
	Associate	465	\$655	\$900	\$1,178	\$920	\$844	\$800
Oklahoma City OK	Partner	10	\$315	\$331	\$381	\$349	\$375	\$338

Section III: Practice Area Analysis

Corporate: Other
By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Orlando FL	Partner	14	\$483	\$535	\$724	\$622	\$602	\$504
Philadelphia PA	Partner	165	\$655	\$880	\$1,124	\$893	\$834	\$795
	Associate	124	\$455	\$536	\$696	\$574	\$511	\$489
Phoenix AZ	Partner	22	\$330	\$355	\$482	\$424	\$446	\$557
	Associate	16	\$240	\$280	\$310	\$293	\$301	\$338
Pittsburgh PA	Partner	25	\$596	\$825	\$975	\$832	\$752	\$571
	Associate	26	\$398	\$560	\$685	\$623	\$510	\$445
Portland OR	Partner	14	\$501	\$552	\$771	\$658	\$524	\$508
	Associate	16	\$414	\$496	\$696	\$534	\$381	\$428
Richmond VA	Partner	15	\$345	\$667	\$799	\$575	\$555	\$599
San Diego CA	Partner	26	\$428	\$498	\$1,107	\$699	\$623	\$688
	Associate	31	\$250	\$350	\$435	\$388	\$358	\$326
San Francisco CA	Partner	51	\$800	\$1,185	\$1,370	\$1,103	\$949	\$856
	Associate	46	\$485	\$695	\$1,022	\$749	\$666	\$664
San Jose CA	Partner	22	\$800	\$1,081	\$1,285	\$1,076	\$1,097	\$1,010

Section III: Practice Area Analysis

Corporate: Other
By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Seattle WA	Partner	38	\$625	\$875	\$971	\$805	\$747	\$696
	Associate	35	\$428	\$555	\$666	\$574	\$549	\$478
Tampa FL	Partner	11	\$427	\$582	\$730	\$593	\$529	\$460
Trenton NJ	Partner	11	\$653	\$839	\$972	\$813	\$702	\$606
Washington DC	Partner	372	\$880	\$1,047	\$1,327	\$1,097	\$1,007	\$952
	Associate	311	\$601	\$755	\$950	\$772	\$676	\$662

Section III: Practice Area Analysis

Corporate: Other
By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	163	\$574	\$846	\$1,171	\$889	\$787	\$742
	Non-Litigation	281	\$634	\$972	\$1,345	\$1,041	\$899	\$834
21 or More Years	Litigation	329	\$570	\$851	\$1,162	\$928	\$870	\$816
	Non-Litigation	561	\$655	\$1,040	\$1,460	\$1,095	\$1,025	\$958

Section III: Practice Area Analysis

Corporate: Other
By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	52	\$436	\$670	\$896	\$678	\$587	\$495
	Non-Litigation	110	\$487	\$905	\$1,142	\$882	\$694	\$573
7 or More Years	Litigation	102	\$478	\$620	\$797	\$668	\$579	\$549
	Non-Litigation	162	\$496	\$738	\$970	\$798	\$730	\$667

Section III: Practice Area Analysis

Corporate: Other

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	80	\$355	\$474	\$620	\$494	\$493	\$483
		Associate	54	\$275	\$368	\$725	\$468	\$334	\$326
	Non-Litigation	Partner	112	\$350	\$478	\$596	\$497	\$482	\$453
		Associate	64	\$260	\$350	\$471	\$402	\$320	\$315
51-200 Lawyers	Litigation	Partner	102	\$385	\$550	\$894	\$662	\$581	\$596
		Associate	52	\$280	\$400	\$581	\$455	\$416	\$399
	Non-Litigation	Partner	82	\$440	\$503	\$796	\$620	\$577	\$569
		Associate	30	\$300	\$373	\$531	\$424	\$403	\$391
201-500 Lawyers	Litigation	Partner	143	\$641	\$883	\$1,151	\$888	\$789	\$707
		Associate	115	\$568	\$709	\$839	\$691	\$589	\$495
	Non-Litigation	Partner	256	\$599	\$873	\$1,200	\$906	\$772	\$711
		Associate	193	\$460	\$686	\$891	\$673	\$545	\$513

Section III: Practice Area Analysis

Corporate: Other

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
501-1,000 Lawyers	Litigation	Partner	187	\$746	\$1,021	\$1,375	\$1,084	\$1,017	\$942
		Associate	218	\$495	\$730	\$924	\$712	\$658	\$629
	Non-Litigation	Partner	342	\$950	\$1,330	\$1,729	\$1,348	\$1,214	\$1,112
		Associate	338	\$730	\$950	\$1,155	\$964	\$820	\$743
More Than 1,000 Lawyers	Litigation	Partner	161	\$836	\$1,127	\$1,430	\$1,162	\$1,094	\$956
		Associate	178	\$555	\$677	\$909	\$742	\$713	\$625
	Non-Litigation	Partner	323	\$985	\$1,215	\$1,500	\$1,280	\$1,287	\$1,220
		Associate	246	\$655	\$829	\$1,058	\$866	\$833	\$796

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	11	\$801	\$875	\$1,278	\$1,009	\$1,066	\$830
Baltimore MD	Partner	21	\$630	\$706	\$1,042	\$822	\$801	\$806
	Associate	10	\$386	\$742	\$958	\$689	\$584	\$481
Boston MA	Partner	15	\$752	\$930	\$1,300	\$1,017	\$899	\$881
	Associate	21	\$285	\$634	\$775	\$613	\$595	\$621
Chicago IL	Partner	50	\$755	\$1,035	\$1,294	\$1,056	\$1,048	\$867
	Associate	34	\$628	\$731	\$863	\$775	\$693	\$603
Denver CO	Partner	19	\$468	\$556	\$703	\$600	\$573	\$561
Kansas City MO	Partner	16	\$483	\$628	\$738	\$641	\$539	\$534
	Associate	14	\$329	\$375	\$440	\$389	\$367	\$320
Los Angeles CA	Partner	59	\$746	\$981	\$1,200	\$941	\$881	\$963
	Associate	51	\$566	\$685	\$810	\$707	\$694	\$675
Miami FL	Partner	23	\$614	\$681	\$973	\$768	\$717	\$705
	Associate	18	\$455	\$475	\$604	\$563	\$516	\$473

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Nashville TN	Partner	37	\$603	\$661	\$725	\$646	\$575	\$546
	Associate	33	\$355	\$410	\$461	\$413	\$392	\$366
New York NY	Partner	98	\$847	\$1,350	\$1,779	\$1,340	\$1,239	\$1,116
	Associate	127	\$560	\$894	\$1,116	\$892	\$793	\$732
Philadelphia PA	Partner	56	\$647	\$803	\$1,020	\$838	\$781	\$758
	Associate	56	\$451	\$545	\$675	\$578	\$489	\$485
Pittsburgh PA	Partner	26	\$590	\$795	\$885	\$724	\$726	\$662
	Associate	33	\$412	\$475	\$517	\$463	\$487	\$435
Portland OR	Partner	12	\$603	\$690	\$865	\$761	\$674	\$660
San Francisco CA	Partner	21	\$621	\$823	\$1,205	\$919	\$837	\$790
Seattle WA	Partner	24	\$593	\$875	\$984	\$797	\$916	\$705
	Associate	21	\$425	\$480	\$581	\$514	\$532	\$483
Washington DC	Partner	363	\$676	\$950	\$1,278	\$1,008	\$962	\$900
	Associate	293	\$532	\$730	\$950	\$728	\$665	\$622

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	30	\$884	\$1,039	\$1,290	\$1,051	\$955	\$757
	Non-Litigation	179	\$595	\$794	\$1,132	\$880	\$876	\$782
21 or More Years	Litigation	88	\$715	\$940	\$1,271	\$1,005	\$935	\$904
	Non-Litigation	301	\$597	\$836	\$1,209	\$937	\$874	\$835

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	13	\$445	\$570	\$793	\$610	\$664	\$562
	Non-Litigation	93	\$458	\$608	\$885	\$710	\$628	\$529
7 or More Years	Litigation	31	\$539	\$677	\$813	\$706	\$705	\$636
	Non-Litigation	109	\$484	\$675	\$927	\$759	\$685	\$658

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Non-Litigation	Partner	105	\$504	\$595	\$652	\$576	\$545	\$528
		Associate	48	\$307	\$361	\$425	\$386	\$338	\$293
51-200 Lawyers	Non-Litigation	Partner	53	\$478	\$540	\$688	\$622	\$599	\$598
		Associate	35	\$365	\$395	\$535	\$440	\$399	\$438
201-500 Lawyers	Litigation	Partner	30	\$652	\$738	\$1,154	\$868	\$836	\$716
		Associate	23	\$391	\$550	\$793	\$575	\$599	\$529
	Non-Litigation	Partner	103	\$625	\$752	\$861	\$761	\$740	\$692
		Associate	72	\$445	\$531	\$615	\$564	\$535	\$511
501-1,000 Lawyers	Litigation	Partner	56	\$848	\$1,180	\$1,375	\$1,106	\$1,076	\$952
		Associate	41	\$550	\$845	\$995	\$790	\$753	\$632
	Non-Litigation	Partner	204	\$875	\$1,132	\$1,380	\$1,187	\$1,107	\$1,010
		Associate	219	\$587	\$863	\$950	\$848	\$700	\$651

Section III: Practice Area Analysis

Corporate: Regulatory and Compliance

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
More Than 1,000 Lawyers	Litigation	Partner	53	\$895	\$1,082	\$1,385	\$1,160	\$1,006	\$1,016
		Associate	52	\$512	\$645	\$734	\$650	\$587	\$598
	Non-Litigation	Partner	166	\$925	\$1,166	\$1,359	\$1,168	\$1,078	\$1,011
		Associate	145	\$602	\$728	\$912	\$765	\$719	\$677

Section III: Practice Area Analysis

Employment and Labor By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	50	\$440	\$538	\$615	\$546	\$517	\$477
	Associate	29	\$329	\$390	\$467	\$393	\$378	\$349
Baltimore MD	Partner	17	\$538	\$653	\$1,176	\$805	\$794	\$723
	Associate	18	\$325	\$473	\$910	\$596	\$616	\$559
Boston MA	Partner	21	\$475	\$576	\$700	\$635	\$604	\$602
	Associate	26	\$366	\$475	\$546	\$504	\$479	\$469
Chicago IL	Partner	85	\$486	\$720	\$1,093	\$849	\$799	\$742
	Associate	65	\$384	\$485	\$728	\$557	\$508	\$465
Cincinnati OH	Partner	14	\$492	\$528	\$590	\$517	\$510	\$496
	Associate	12	\$300	\$300	\$318	\$313	\$304	\$290
Cleveland OH	Partner	33	\$400	\$545	\$674	\$586	\$598	\$473
	Associate	25	\$325	\$325	\$385	\$365	\$335	\$332
Dallas TX	Partner	30	\$450	\$596	\$691	\$599	\$545	\$501
	Associate	15	\$316	\$371	\$393	\$350	\$360	\$362

Section III: Practice Area Analysis

Employment and Labor By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Denver CO	Partner	28	\$520	\$576	\$645	\$606	\$577	\$573
	Associate	17	\$359	\$384	\$426	\$394	\$383	\$347
Houston TX	Partner	24	\$500	\$550	\$819	\$632	\$611	\$587
	Associate	13	\$410	\$495	\$525	\$487	\$463	\$385
Kansas City MO	Partner	17	\$400	\$496	\$561	\$492	\$488	\$428
Los Angeles CA	Partner	100	\$525	\$695	\$1,020	\$801	\$789	\$744
	Associate	88	\$421	\$529	\$858	\$632	\$607	\$502
Miami FL	Partner	18	\$455	\$545	\$629	\$556	\$583	\$593
	Associate	12	\$363	\$398	\$447	\$390	\$421	\$463
Minneapolis MN	Partner	29	\$441	\$561	\$761	\$623	\$651	\$587
	Associate	32	\$344	\$415	\$557	\$468	\$426	\$423
Nashville TN	Partner	19	\$490	\$517	\$570	\$523	\$483	\$451
New York NY	Partner	247	\$508	\$709	\$979	\$835	\$802	\$718
	Associate	211	\$374	\$522	\$704	\$581	\$614	\$508

Section III: Practice Area Analysis

Employment and Labor By City

2024 - Real Rates for Associate

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Philadelphia PA	Partner	108	\$525	\$700	\$934	\$753	\$721	\$694
	Associate	118	\$437	\$495	\$578	\$519	\$492	\$448
Pittsburgh PA	Partner	27	\$469	\$737	\$852	\$732	\$674	\$619
	Associate	25	\$373	\$473	\$664	\$547	\$459	\$383
Portland OR	Associate	15	\$394	\$425	\$447	\$421	\$444	\$390
Richmond VA	Partner	13	\$459	\$575	\$684	\$573	\$558	\$528
San Diego CA	Partner	20	\$447	\$493	\$675	\$634	\$555	\$529
	Associate	14	\$344	\$395	\$429	\$411	\$395	\$364
San Francisco CA	Partner	43	\$525	\$701	\$921	\$764	\$681	\$630
	Associate	39	\$290	\$395	\$500	\$435	\$419	\$383
San Jose CA	Partner	16	\$679	\$779	\$1,163	\$912	\$954	\$842
Seattle WA	Partner	26	\$475	\$550	\$615	\$560	\$581	\$570
	Associate	14	\$346	\$400	\$428	\$404	\$421	\$418
Washington DC	Partner	134	\$700	\$852	\$1,067	\$893	\$857	\$773
	Associate	94	\$458	\$645	\$780	\$654	\$564	\$545

Section III: Practice Area Analysis

Employment and Labor By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	73	\$480	\$742	\$949	\$727	\$636	\$521
	Non-Litigation	178	\$440	\$528	\$724	\$623	\$610	\$541
21 or More Years	Litigation	180	\$492	\$675	\$995	\$775	\$737	\$660
	Non-Litigation	401	\$500	\$648	\$803	\$703	\$677	\$637

Section III: Practice Area Analysis

Employment and Labor By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	48	\$408	\$459	\$591	\$495	\$468	\$417
	Non-Litigation	77	\$355	\$421	\$495	\$458	\$410	\$350
7 or More Years	Litigation	81	\$345	\$494	\$717	\$549	\$477	\$439
	Non-Litigation	104	\$375	\$474	\$612	\$521	\$447	\$419

Section III: Practice Area Analysis

Employment and Labor

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	26	\$325	\$422	\$656	\$499	\$473	\$426
		Associate	14	\$325	\$325	\$355	\$342	\$356	\$308
	Non-Litigation	Partner	21	\$353	\$510	\$666	\$538	\$503	\$471
51-200 Lawyers	Litigation	Partner	19	\$315	\$360	\$450	\$394	\$405	\$399
		Associate	74	\$450	\$700	\$806	\$674	\$636	\$591
	Non-Litigation	Partner	37	\$307	\$423	\$642	\$457	\$372	\$331
201-500 Lawyers	Litigation	Partner	87	\$515	\$650	\$1,095	\$858	\$766	\$535
		Associate	112	\$413	\$593	\$761	\$634	\$645	\$388
	Non-Litigation	Partner	162	\$400	\$445	\$595	\$529	\$523	\$491
		Associate	59	\$325	\$405	\$525	\$464	\$405	\$372
501-1,000 Lawyers	Litigation	Partner	73	\$475	\$693	\$981	\$741	\$758	\$697
		Associate	60	\$351	\$498	\$665	\$531	\$493	\$445
	Non-Litigation	Partner	255	\$510	\$595	\$700	\$667	\$648	\$609
		Associate	127	\$330	\$384	\$508	\$488	\$448	\$422

Section III: Practice Area Analysis

Employment and Labor

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
More Than 1,000 Lawyers	Litigation	Partner	102	\$788	\$947	\$1,120	\$976	\$933	\$836
		Associate	125	\$479	\$581	\$740	\$615	\$572	\$546
	Non-Litigation	Partner	147	\$719	\$883	\$1,107	\$939	\$893	\$818
		Associate	123	\$450	\$506	\$660	\$592	\$549	\$495

Section III: Practice Area Analysis

Environmental By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Denver CO	Partner	21	\$500	\$534	\$595	\$586	\$541	\$538
	Associate	16	\$382	\$396	\$426	\$431	\$394	\$368
New York NY	Partner	28	\$502	\$575	\$660	\$597	\$632	\$620
	Associate	15	\$370	\$392	\$429	\$390	\$324	\$387
Philadelphia PA	Partner	17	\$560	\$625	\$911	\$779	\$758	\$675
Seattle WA	Partner	11	\$402	\$455	\$457	\$458	\$459	\$518
Washington DC	Partner	25	\$617	\$938	\$1,092	\$887	\$882	\$791
	Associate	19	\$490	\$644	\$961	\$670	\$692	\$586

Section III: Practice Area Analysis

Environmental

By Matter Type and YOE

2024 - Real Rates for Partner						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
21 or More Years	Litigation	19	\$441	\$625	\$730	\$617	\$659	\$642
	Non-Litigation	43	\$525	\$612	\$882	\$708	\$679	\$685

Section III: Practice Area Analysis

Environmental

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
51-200 Lawyers	Non-Litigation	Partner	31	\$474	\$544	\$612	\$553	\$504	\$487
201-500 Lawyers	Litigation	Partner	13	\$625	\$650	\$682	\$649	\$643	\$602
		Associate	12	\$410	\$425	\$429	\$426	\$289	\$361
501-1,000 Lawyers	Non-Litigation	Partner	10	\$1,036	\$1,081	\$1,159	\$1,057	\$962	\$872

Section III: Practice Area Analysis

Finance and Securities

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	53	\$775	\$1,025	\$1,333	\$1,062	\$956	\$878
	Associate	58	\$613	\$815	\$990	\$803	\$685	\$597
Baltimore MD	Partner	43	\$602	\$758	\$1,073	\$867	\$744	\$700
Birmingham AL	Partner	35	\$325	\$415	\$480	\$417	\$447	\$412
	Associate	28	\$275	\$343	\$371	\$328	\$319	\$284
Boston MA	Partner	85	\$980	\$1,285	\$1,558	\$1,269	\$1,140	\$1,094
	Associate	80	\$626	\$770	\$1,116	\$852	\$761	\$730
Charlotte NC	Partner	56	\$706	\$807	\$999	\$869	\$824	\$726
	Associate	73	\$403	\$460	\$630	\$538	\$529	\$479
Chicago IL	Partner	316	\$985	\$1,400	\$1,730	\$1,355	\$1,208	\$1,057
	Associate	318	\$709	\$885	\$1,155	\$917	\$780	\$680
Cincinnati OH	Partner	41	\$375	\$435	\$544	\$445	\$494	\$394
	Associate	40	\$250	\$276	\$305	\$280	\$278	\$264
Cleveland OH	Partner	67	\$416	\$495	\$682	\$573	\$574	\$567
	Associate	46	\$289	\$348	\$516	\$407	\$372	\$377

Section III: Practice Area Analysis

Finance and Securities

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Cincinnati OH	Partner	41	\$375	\$435	\$544	\$445	\$494	\$394
	Associate	40	\$250	\$276	\$305	\$280	\$278	\$264
Cleveland OH	Partner	67	\$416	\$495	\$682	\$573	\$574	\$567
	Associate	46	\$289	\$348	\$516	\$407	\$372	\$377
Dallas TX	Partner	64	\$574	\$795	\$1,121	\$848	\$865	\$792
	Associate	94	\$345	\$550	\$759	\$558	\$564	\$540
Denver CO	Partner	19	\$520	\$605	\$739	\$625	\$651	\$554
	Associate	24	\$410	\$430	\$480	\$470	\$429	\$353
Detroit MI	Partner	29	\$295	\$475	\$565	\$475	\$460	\$452
Houston TX	Partner	28	\$585	\$950	\$1,338	\$1,008	\$1,008	\$1,058
	Associate	37	\$440	\$778	\$1,002	\$769	\$755	\$593
Kansas City MO	Partner	64	\$595	\$686	\$812	\$711	\$646	\$593
	Associate	31	\$375	\$402	\$520	\$439	\$407	\$363
Los Angeles CA	Partner	150	\$910	\$1,205	\$1,640	\$1,248	\$1,176	\$1,143
	Associate	174	\$569	\$808	\$1,065	\$840	\$792	\$824

Section III: Practice Area Analysis

Finance and Securities By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Miami FL	Partner	35	\$590	\$695	\$798	\$722	\$686	\$625
	Associate	26	\$345	\$393	\$461	\$407	\$434	\$457
Minneapolis MN	Partner	22	\$718	\$953	\$1,014	\$876	\$789	\$799
New York NY	Partner	562	\$988	\$1,455	\$1,865	\$1,434	\$1,321	\$1,314
	Associate	709	\$628	\$862	\$1,125	\$888	\$845	\$822
Orlando FL	Partner	17	\$510	\$595	\$694	\$681	\$536	\$471
Philadelphia PA	Partner	142	\$667	\$816	\$1,028	\$854	\$884	\$803
	Associate	138	\$395	\$553	\$635	\$543	\$524	\$500
Phoenix AZ	Partner	16	\$495	\$630	\$775	\$668	\$488	\$464
	Associate	10	\$383	\$407	\$558	\$485	\$333	\$258
Pittsburgh PA	Partner	107	\$585	\$740	\$903	\$757	\$715	\$671
	Associate	95	\$421	\$466	\$604	\$509	\$470	\$419
Portland OR	Partner	14	\$500	\$618	\$913	\$676	\$623	\$618
San Francisco CA	Partner	34	\$609	\$788	\$1,395	\$991	\$1,047	\$961
	Associate	13	\$533	\$660	\$842	\$674	\$743	\$686

Section III: Practice Area Analysis

Finance and Securities By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
San Jose CA	Partner	10	\$953	\$1,249	\$1,715	\$1,353	\$1,501	\$1,298
Seattle WA	Partner	29	\$539	\$890	\$995	\$806	\$777	\$655
	Associate	28	\$580	\$684	\$788	\$664	\$572	\$493
Washington DC	Partner	160	\$905	\$1,155	\$1,583	\$1,247	\$1,152	\$1,064
	Associate	97	\$580	\$861	\$1,135	\$894	\$797	\$703

Section III: Practice Area Analysis

Finance and Securities

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	25	\$646	\$949	\$1,153	\$972	\$858	\$639
	Non-Litigation	433	\$676	\$1,047	\$1,521	\$1,108	\$1,022	\$933
21 or More Years	Litigation	38	\$866	\$1,136	\$1,468	\$1,193	\$965	\$859
	Non-Litigation	649	\$739	\$1,130	\$1,693	\$1,208	\$1,131	\$1,087

Section III: Practice Area Analysis

Finance and Securities

By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	11	\$346	\$412	\$863	\$585	\$550	\$357
	Non-Litigation	191	\$465	\$775	\$1,120	\$796	\$667	\$583
7 or More Years	Litigation	19	\$361	\$659	\$845	\$660	\$662	\$558
	Non-Litigation	202	\$507	\$782	\$1,112	\$830	\$792	\$757

Section III: Practice Area Analysis

Finance and Securities

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Non-Litigation	Partner	69	\$325	\$450	\$625	\$532	\$567	\$543
		Associate	31	\$276	\$378	\$575	\$428	\$404	\$381
51-200 Lawyers	Non-Litigation	Partner	156	\$450	\$588	\$919	\$704	\$666	\$596
		Associate	97	\$290	\$370	\$644	\$474	\$442	\$399
201-500 Lawyers	Litigation	Partner	29	\$535	\$947	\$1,300	\$949	\$943	\$606
		Associate	37	\$400	\$535	\$725	\$575	\$632	\$360
	Non-Litigation	Partner	312	\$624	\$802	\$1,125	\$951	\$942	\$851
		Associate	236	\$425	\$631	\$920	\$689	\$646	\$565
501-1,000 Lawyers	Litigation	Partner	21	\$995	\$1,085	\$1,196	\$1,160	\$1,074	\$957
		Associate	39	\$467	\$677	\$760	\$639	\$676	\$628
	Non-Litigation	Partner	397	\$976	\$1,239	\$1,691	\$1,325	\$1,218	\$1,226
		Associate	411	\$679	\$858	\$1,036	\$872	\$820	\$807

Section III: Practice Area Analysis

Finance and Securities

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
More Than 1,000 Lawyers	Litigation	Partner	37	\$875	\$1,134	\$1,486	\$1,231	\$1,071	\$994
		Associate	26	\$651	\$753	\$1,054	\$827	\$771	\$710
	Non-Litigation	Partner	600	\$1,186	\$1,520	\$1,851	\$1,505	\$1,381	\$1,279
		Associate	572	\$780	\$1,021	\$1,273	\$1,019	\$906	\$855

Section III: Practice Area Analysis

General Liability - Litigation Only

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	22	\$335	\$495	\$715	\$583	\$478	\$429
	Associate	22	\$295	\$325	\$652	\$475	\$415	\$402
Baltimore MD	Partner	23	\$444	\$665	\$864	\$674	\$617	\$569
	Associate	30	\$436	\$499	\$659	\$530	\$516	\$463
Birmingham AL	Partner	21	\$400	\$500	\$552	\$481	\$490	\$456
Boston MA	Partner	24	\$200	\$325	\$375	\$393	\$337	\$345
	Associate	22	\$189	\$200	\$275	\$324	\$341	\$378
Charleston WV	Partner	14	\$233	\$323	\$336	\$299	\$275	\$273
Chicago IL	Partner	59	\$241	\$319	\$832	\$555	\$537	\$549
	Associate	25	\$185	\$250	\$353	\$361	\$508	\$373
Detroit MI	Partner	13	\$210	\$300	\$326	\$298	\$290	\$324
Houston TX	Partner	12	\$292	\$400	\$529	\$499	\$464	\$477
Indianapolis IN	Partner	12	\$406	\$463	\$574	\$468	\$362	\$366
Jackson MS	Partner	54	\$255	\$373	\$442	\$374	\$345	\$335
	Associate	32	\$225	\$290	\$310	\$285	\$249	\$240

Section III: Practice Area Analysis

General Liability - Litigation Only By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Kansas City MO	Partner	10	\$378	\$546	\$575	\$496	\$423	\$406
Los Angeles CA	Associate	30	\$503	\$742	\$961	\$761	\$620	\$519
Miami FL	Partner	10	\$190	\$190	\$412	\$317	\$294	\$254
Minneapolis MN	Partner	16	\$345	\$360	\$721	\$480	\$442	\$515
	Associate	19	\$218	\$240	\$355	\$279	\$302	\$371
Nashville TN	Partner	11	\$302	\$475	\$548	\$447	\$368	\$308
New Orleans LA	Partner	32	\$300	\$363	\$378	\$342	\$319	\$301
	Associate	22	\$200	\$260	\$264	\$241	\$235	\$225
New York NY	Partner	83	\$275	\$471	\$728	\$577	\$556	\$615
	Associate	79	\$204	\$395	\$491	\$410	\$362	\$325
Philadelphia PA	Partner	68	\$310	\$660	\$885	\$675	\$620	\$616
	Associate	58	\$420	\$475	\$595	\$509	\$432	\$411
Phoenix AZ	Partner	11	\$190	\$285	\$325	\$289	\$314	\$341
San Francisco CA	Partner	15	\$265	\$353	\$555	\$497	\$439	\$497

Section III: Practice Area Analysis

General Liability - Litigation Only By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Seattle WA	Partner	12	\$361	\$465	\$601	\$494	\$454	\$485
St. Louis MO	Partner	15	\$246	\$317	\$354	\$313	\$302	\$318
Washington DC	Partner	60	\$814	\$1,036	\$1,250	\$1,056	\$1,022	\$964
	Associate	45	\$482	\$730	\$892	\$703	\$645	\$587

Section III: Practice Area Analysis

General Liability - Litigation Only

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	108	\$275	\$363	\$735	\$541	\$492	\$516
21 or More Years	Litigation	310	\$275	\$416	\$675	\$534	\$495	\$476

Section III: Practice Area Analysis

General Liability - Litigation Only

By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	36	\$351	\$416	\$481	\$436	\$419	\$363
7 or More Years	Litigation	84	\$240	\$416	\$659	\$473	\$435	\$401

Section III: Practice Area Analysis

General Liability - Litigation Only

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	166	\$250	\$293	\$363	\$323	\$301	\$295
		Associate	85	\$200	\$210	\$260	\$261	\$248	\$220
51-200 Lawyers	Litigation	Partner	195	\$220	\$335	\$442	\$362	\$345	\$330
		Associate	134	\$185	\$240	\$295	\$251	\$246	\$237
201-500 Lawyers	Litigation	Partner	89	\$330	\$564	\$660	\$553	\$547	\$522
		Associate	61	\$319	\$402	\$432	\$406	\$361	\$323
501-1,000 Lawyers	Litigation	Partner	74	\$655	\$808	\$1,060	\$868	\$805	\$755
		Associate	67	\$438	\$618	\$768	\$625	\$546	\$498
More Than 1,000 Lawyers	Litigation	Partner	70	\$905	\$989	\$1,250	\$1,071	\$960	\$926
		Associate	70	\$495	\$635	\$766	\$651	\$605	\$567

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Albany NY	Partner	14	\$150	\$150	\$150	\$171	\$168	\$168
Albuquerque NM	Partner	32	\$170	\$179	\$199	\$184	\$185	\$181
	Associate	23	\$155	\$160	\$175	\$162	\$163	\$162
Atlanta GA	Partner	162	\$190	\$210	\$240	\$248	\$246	\$230
	Associate	187	\$175	\$185	\$213	\$204	\$208	\$198
Baltimore MD	Partner	46	\$173	\$205	\$225	\$212	\$208	\$210
	Associate	36	\$150	\$173	\$200	\$198	\$186	\$187
Baton Rouge LA	Partner	20	\$171	\$175	\$180	\$187	\$205	\$191
	Associate	12	\$130	\$135	\$153	\$154	\$165	\$162
Birmingham AL	Partner	45	\$155	\$195	\$195	\$249	\$243	\$338
	Associate	25	\$180	\$180	\$180	\$182	\$179	\$177
Boston MA	Partner	52	\$195	\$230	\$238	\$287	\$231	\$244
	Associate	40	\$150	\$180	\$210	\$233	\$189	\$215
Bridgeport CT	Partner	11	\$186	\$200	\$205	\$204	\$212	\$199

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Buffalo NY	Partner	69	\$170	\$191	\$210	\$192	\$219	\$181
	Associate	55	\$150	\$155	\$175	\$161	\$154	\$149
Charleston SC	Partner	38	\$155	\$170	\$185	\$175	\$189	\$191
	Associate	29	\$140	\$145	\$170	\$156	\$160	\$158
Charleston WV	Partner	38	\$173	\$175	\$189	\$181	\$192	\$197
	Associate	17	\$160	\$172	\$180	\$167	\$169	\$165
Charlotte NC	Partner	33	\$185	\$190	\$199	\$199	\$189	\$199
	Associate	38	\$168	\$170	\$175	\$169	\$162	\$189
Chicago IL	Partner	243	\$190	\$239	\$290	\$291	\$278	\$254
	Associate	175	\$170	\$191	\$235	\$208	\$206	\$201
Cincinnati OH	Partner	26	\$174	\$183	\$190	\$192	\$197	\$186
	Associate	24	\$155	\$175	\$175	\$173	\$174	\$174
Cleveland OH	Partner	43	\$180	\$185	\$205	\$229	\$197	\$192
	Associate	35	\$165	\$170	\$175	\$178	\$170	\$161

Section III: Practice Area Analysis

Insurance Defense - Litigation Only By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Columbia SC	Partner	48	\$185	\$198	\$200	\$200	\$190	\$183
	Associate	35	\$170	\$175	\$175	\$177	\$171	\$165
Columbus OH	Partner	22	\$180	\$185	\$191	\$195	\$192	\$179
Dallas TX	Partner	60	\$195	\$225	\$255	\$248	\$261	\$246
	Associate	36	\$170	\$195	\$220	\$202	\$222	\$205
Denver CO	Partner	59	\$176	\$200	\$230	\$214	\$207	\$201
	Associate	53	\$156	\$165	\$180	\$184	\$182	\$162
Des Moines IA	Partner	12	\$170	\$180	\$204	\$188	\$194	\$189
Detroit MI	Partner	123	\$170	\$175	\$180	\$176	\$182	\$181
	Associate	130	\$157	\$162	\$162	\$161	\$157	\$158
Harrisburg PA	Partner	26	\$169	\$175	\$189	\$180	\$178	\$179
Hartford CT	Partner	43	\$190	\$230	\$478	\$341	\$295	\$298
	Associate	29	\$175	\$210	\$260	\$234	\$221	\$210
Houston TX	Partner	56	\$214	\$235	\$265	\$307	\$280	\$312
	Associate	38	\$185	\$200	\$215	\$216	\$221	\$242

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Indianapolis IN	Partner	31	\$155	\$185	\$190	\$188	\$180	\$180
Jackson MS	Partner	16	\$145	\$155	\$160	\$168	\$180	\$176
Jacksonville FL	Partner	21	\$193	\$205	\$206	\$201	\$193	\$184
	Associate	21	\$175	\$195	\$195	\$182	\$185	\$170
Kansas City MO	Partner	55	\$188	\$235	\$298	\$255	\$234	\$243
	Associate	46	\$185	\$195	\$200	\$214	\$207	\$187
Knoxville TN	Partner	11	\$158	\$185	\$185	\$173	\$160	\$157
Lafayette LA	Partner	10	\$195	\$225	\$225	\$210	\$209	\$195
Las Vegas NV	Partner	43	\$190	\$218	\$226	\$220	\$213	\$207
Lexington KY	Partner	12	\$174	\$175	\$175	\$172	\$170	\$164
	Associate	29	\$154	\$155	\$155	\$154	\$154	\$143
Los Angeles CA	Partner	322	\$210	\$240	\$270	\$291	\$319	\$305
	Associate	283	\$185	\$208	\$231	\$259	\$238	\$224
Louisville KY	Partner	13	\$150	\$160	\$170	\$167	\$168	\$178

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Miami FL	Partner	162	\$190	\$205	\$210	\$241	\$242	\$234
	Associate	164	\$166	\$191	\$195	\$189	\$191	\$189
Milwaukee WI	Partner	24	\$185	\$194	\$201	\$201	\$197	\$192
Minneapolis MN	Partner	73	\$180	\$193	\$216	\$209	\$221	\$211
	Associate	65	\$160	\$175	\$220	\$191	\$188	\$174
Morgantown WV	Partner	14	\$175	\$175	\$178	\$171	\$177	\$174
Nashville TN	Partner	25	\$168	\$185	\$207	\$216	\$208	\$185
	Associate	14	\$161	\$175	\$175	\$168	\$160	\$162
New Orleans LA	Partner	46	\$165	\$175	\$225	\$195	\$203	\$241
	Associate	15	\$151	\$160	\$176	\$166	\$165	\$163
New York NY	Partner	441	\$173	\$200	\$237	\$244	\$244	\$260
	Associate	304	\$155	\$172	\$200	\$223	\$224	\$235
Orlando FL	Partner	52	\$180	\$185	\$195	\$193	\$188	\$188
	Associate	57	\$155	\$169	\$189	\$171	\$166	\$164

Section III: Practice Area Analysis

Insurance Defense - Litigation Only By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Philadelphia PA	Partner	219	\$184	\$195	\$219	\$221	\$216	\$212
	Associate	200	\$169	\$175	\$200	\$192	\$191	\$193
Phoenix AZ	Partner	99	\$190	\$210	\$230	\$227	\$222	\$213
	Associate	58	\$175	\$193	\$205	\$198	\$195	\$196
Pittsburgh PA	Partner	78	\$175	\$175	\$185	\$184	\$212	\$183
	Associate	38	\$160	\$160	\$170	\$174	\$172	\$169
Portland OR	Partner	45	\$209	\$225	\$260	\$275	\$259	\$238
	Associate	33	\$175	\$195	\$225	\$202	\$204	\$190
Providence RI	Partner	11	\$180	\$185	\$230	\$233	\$221	\$204
Raleigh NC	Partner	26	\$173	\$195	\$228	\$214	\$208	\$192
	Associate	24	\$163	\$170	\$175	\$175	\$187	\$173
Richmond VA	Partner	44	\$194	\$213	\$225	\$245	\$223	\$294
	Associate	31	\$176	\$195	\$220	\$196	\$182	\$180
Rochester NY	Partner	12	\$145	\$168	\$200	\$173	\$201	\$204

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Salt Lake City UT	Partner	44	\$200	\$205	\$244	\$215	\$216	\$254
San Diego CA	Partner	69	\$240	\$266	\$369	\$454	\$477	\$391
	Associate	33	\$185	\$205	\$224	\$209	\$213	\$194
San Francisco CA	Partner	192	\$235	\$265	\$290	\$308	\$303	\$291
	Associate	107	\$190	\$230	\$252	\$238	\$226	\$226
Seattle WA	Partner	66	\$218	\$250	\$340	\$331	\$337	\$322
	Associate	38	\$180	\$200	\$235	\$212	\$222	\$219
St. Louis MO	Partner	51	\$184	\$190	\$195	\$197	\$199	\$203
	Associate	23	\$181	\$195	\$195	\$187	\$182	\$166
Syracuse NY	Partner	10	\$190	\$213	\$240	\$211	\$205	\$429
Tallahassee FL	Partner	12	\$184	\$210	\$304	\$249	\$209	\$209
Tampa FL	Partner	71	\$185	\$205	\$223	\$237	\$239	\$204
	Associate	62	\$175	\$195	\$260	\$207	\$215	\$203

Section III: Practice Area Analysis

Insurance Defense - Litigation Only By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Tulsa OK	Partner	17	\$175	\$200	\$250	\$216	\$199	\$186
	Associate	15	\$175	\$202	\$250	\$213	\$225	\$218
Washington DC	Partner	58	\$225	\$371	\$980	\$604	\$527	\$570
	Associate	37	\$210	\$395	\$645	\$469	\$550	\$493

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	637	\$185	\$205	\$235	\$248	\$232	\$222
21 or More Years	Litigation	1,475	\$175	\$198	\$232	\$225	\$222	\$221

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	183	\$162	\$192	\$235	\$265	\$237	\$218
7 or More Years	Litigation	302	\$162	\$186	\$218	\$230	\$219	\$210

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	1,560	\$175	\$190	\$225	\$222	\$220	\$219
		Associate	1,128	\$155	\$170	\$195	\$178	\$175	\$173
51-200 Lawyers	Litigation	Partner	880	\$190	\$205	\$233	\$224	\$220	\$213
		Associate	703	\$170	\$180	\$200	\$189	\$182	\$177
201-500 Lawyers	Litigation	Partner	406	\$225	\$245	\$280	\$320	\$318	\$305
		Associate	246	\$185	\$210	\$240	\$236	\$224	\$234
501-1,000 Lawyers	Litigation	Partner	96	\$230	\$254	\$350	\$429	\$372	\$407
		Associate	64	\$195	\$225	\$900	\$478	\$387	\$388
More Than 1,000 Lawyers	Litigation	Partner	40	\$875	\$1,200	\$1,465	\$1,171	\$1,056	\$1,025
		Associate	54	\$710	\$835	\$1,050	\$843	\$739	\$660

Section III: Practice Area Analysis

Intellectual Property: Other By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Chicago IL	Partner	11	\$487	\$688	\$895	\$703	\$706	\$726
New York NY	Partner	18	\$375	\$621	\$926	\$780	\$669	\$553
Philadelphia PA	Partner	12	\$640	\$666	\$795	\$714	\$694	\$671
	Associate	11	\$445	\$525	\$605	\$533	\$498	\$446

Section III: Practice Area Analysis

Intellectual Property: Other

By Matter Type and YOE

2024 - Real Rates for Partner						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
21 or More Years	Non-Litigation	18	\$588	\$747	\$875	\$716	\$667	\$686

Section III: Practice Area Analysis

Intellectual Property: Other

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
501-1,000 Lawyers	Non-Litigation	Associate	23	\$425	\$555	\$614	\$510	\$523	\$580
More Than 1,000 Lawyers	Non-Litigation	Associate	10	\$525	\$602	\$794	\$660	\$611	\$578

Section III: Practice Area Analysis

Intellectual Property: Patents By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	15	\$647	\$826	\$935	\$817	\$796	\$737
Austin TX	Partner	19	\$500	\$700	\$865	\$674	\$663	\$683
	Associate	13	\$443	\$512	\$756	\$593	\$596	\$533
Boston MA	Partner	44	\$640	\$767	\$881	\$763	\$728	\$700
	Associate	29	\$408	\$497	\$628	\$535	\$548	\$544
Chicago IL	Partner	34	\$493	\$646	\$973	\$712	\$663	\$647
	Associate	21	\$342	\$395	\$660	\$495	\$467	\$456
Cleveland OH	Associate	26	\$152	\$200	\$200	\$199	\$227	\$239
Dallas TX	Partner	11	\$810	\$927	\$1,085	\$943	\$877	\$865
Houston TX	Partner	20	\$325	\$397	\$967	\$624	\$653	\$611
	Associate	34	\$175	\$228	\$322	\$302	\$298	\$290
Los Angeles CA	Partner	26	\$617	\$869	\$1,340	\$962	\$913	\$915
	Associate	43	\$584	\$813	\$1,034	\$799	\$728	\$729
New York NY	Partner	51	\$621	\$884	\$1,181	\$936	\$841	\$877
	Associate	74	\$561	\$747	\$1,062	\$806	\$669	\$704

Section III: Practice Area Analysis

Intellectual Property: Patents By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Philadelphia PA	Partner	22	\$625	\$685	\$935	\$782	\$698	\$689
Salt Lake City UT	Partner	11	\$375	\$395	\$450	\$410	\$359	\$403
San Francisco CA	Partner	30	\$925	\$1,144	\$1,375	\$1,150	\$1,069	\$1,069
	Associate	21	\$558	\$775	\$872	\$743	\$677	\$684
San Jose CA	Partner	15	\$735	\$830	\$1,033	\$904	\$836	\$787
	Associate	18	\$642	\$755	\$859	\$809	\$800	\$718
Washington DC	Partner	98	\$595	\$798	\$1,159	\$873	\$886	\$837
	Associate	88	\$362	\$517	\$779	\$587	\$588	\$626

Section III: Practice Area Analysis

Intellectual Property: Patents By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	73	\$610	\$995	\$1,175	\$926	\$838	\$814
	Non-Litigation	56	\$495	\$616	\$881	\$723	\$644	\$616
21 or More Years	Litigation	82	\$655	\$970	\$1,267	\$987	\$949	\$883
	Non-Litigation	99	\$500	\$683	\$937	\$759	\$717	\$691

Section III: Practice Area Analysis

Intellectual Property: Patents By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	29	\$690	\$806	\$1,096	\$857	\$607	\$573
	Non-Litigation	10	\$506	\$520	\$605	\$569	\$515	\$512
7 or More Years	Litigation	40	\$698	\$854	\$1,014	\$835	\$722	\$716
	Non-Litigation	35	\$333	\$475	\$575	\$514	\$593	\$579

Section III: Practice Area Analysis

Intellectual Property: Patents

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	21	\$483	\$592	\$650	\$579	\$661	\$583
		Associate	66	\$200	\$298	\$340	\$308	\$323	\$291
	Non-Litigation	Partner	39	\$300	\$400	\$500	\$421	\$389	\$383
51-200 Lawyers	Litigation	Partner	39	\$555	\$623	\$838	\$697	\$682	\$702
		Associate	25	\$362	\$400	\$608	\$497	\$484	\$577
	Non-Litigation	Partner	53	\$480	\$574	\$687	\$609	\$583	\$545
		Associate	26	\$359	\$396	\$448	\$421	\$407	\$385
201-500 Lawyers	Litigation	Partner	38	\$769	\$965	\$1,190	\$968	\$877	\$808
		Associate	34	\$675	\$785	\$920	\$762	\$611	\$567
	Non-Litigation	Partner	51	\$555	\$725	\$820	\$694	\$677	\$636
		Associate	31	\$396	\$475	\$591	\$486	\$461	\$435
501-1,000 Lawyers	Litigation	Partner	56	\$775	\$1,083	\$1,373	\$1,102	\$1,003	\$970
	Non-Litigation	Partner	33	\$843	\$921	\$1,148	\$1,008	\$956	\$965
		Associate	35	\$509	\$597	\$751	\$662	\$620	\$597

Section III: Practice Area Analysis

Intellectual Property: Patents By Matter Type and YOE

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
More Than 1,000 Lawyers	Litigation	Partner	49	\$979	\$1,162	\$1,321	\$1,155	\$1,060	\$992
		Associate	66	\$657	\$803	\$933	\$820	\$729	\$716
	Non-Litigation	Partner	33	\$873	\$1,033	\$1,316	\$1,064	\$957	\$979
		Associate	21	\$525	\$636	\$950	\$716	\$653	\$711

Section III: Practice Area Analysis

Intellectual Property: Trademarks By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Chicago IL	Partner	17	\$524	\$777	\$861	\$683	\$675	\$633
	Associate	15	\$430	\$510	\$756	\$618	\$526	\$539
Washington DC	Partner	26	\$622	\$723	\$880	\$797	\$707	\$717
	Associate	15	\$430	\$510	\$756	\$618	\$526	\$539

Section III: Practice Area Analysis

Intellectual Property:
Trademarks
By Matter Type and YOE

2024 - Real Rates for Partner						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
21 or More Years	Non-Litigation	31	\$530	\$614	\$790	\$653	\$674	\$613

Section III: Practice Area Analysis

Intellectual Property:
Trademarks
By Matter Type and YOE

2024 - Real Rates for Associate						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
7 or More Years	Non-Litigation	12	\$448	\$483	\$524	\$507	\$420	\$428

Section III: Practice Area Analysis

Intellectual Property: Trademarks

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Non-Litigation	Partner	17	\$382	\$456	\$583	\$482	\$491	\$448
201-500 Lawyers	Non-Litigation	Partner	14	\$661	\$721	\$805	\$710	\$659	\$581
		Associate	16	\$410	\$470	\$509	\$459	\$444	\$412
More Than 1,000 Lawyers	Non-Litigation	Partner	12	\$863	\$1,061	\$1,407	\$1,113	\$958	\$851
		Associate	12	\$543	\$775	\$955	\$771	\$691	\$546

Section III: Practice Area Analysis

Real Estate

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Atlanta GA	Partner	34	\$269	\$325	\$450	\$370	\$428	\$423
	Associate	32	\$256	\$266	\$300	\$278	\$293	\$311
Baltimore MD	Partner	20	\$300	\$350	\$425	\$432	\$464	\$389
	Associate	24	\$285	\$307	\$325	\$346	\$348	\$324
Birmingham AL	Partner	25	\$283	\$315	\$356	\$342	\$338	\$325
	Associate	29	\$185	\$260	\$285	\$261	\$264	\$251
Boston MA	Partner	43	\$376	\$675	\$925	\$660	\$628	\$572
	Associate	39	\$213	\$345	\$540	\$435	\$346	\$402
Chicago IL	Partner	63	\$326	\$475	\$815	\$590	\$604	\$541
	Associate	44	\$253	\$386	\$559	\$407	\$433	\$413
Cincinnati OH	Partner	21	\$334	\$420	\$548	\$445	\$488	\$473
	Associate	14	\$293	\$316	\$376	\$333	\$299	\$312
Cleveland OH	Partner	25	\$250	\$359	\$544	\$409	\$428	\$394
	Associate	22	\$225	\$274	\$328	\$285	\$289	\$250

Section III: Practice Area Analysis

Real Estate By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Dallas TX	Partner	19	\$444	\$509	\$603	\$531	\$551	\$499
	Associate	22	\$294	\$330	\$432	\$381	\$358	\$305
Denver CO	Partner	27	\$300	\$475	\$720	\$540	\$548	\$545
	Associate	19	\$240	\$316	\$423	\$350	\$330	\$343
Detroit MI	Partner	14	\$230	\$250	\$310	\$274	\$266	\$273
	Associate	11	\$229	\$246	\$265	\$240	\$246	\$239
Houston TX	Partner	22	\$300	\$465	\$643	\$491	\$447	\$482
	Associate	19	\$244	\$309	\$392	\$318	\$374	\$345
Indianapolis IN	Partner	12	\$235	\$288	\$416	\$337	\$400	\$383
	Associate	16	\$165	\$260	\$277	\$233	\$241	\$253
Kansas City MO	Partner	35	\$385	\$510	\$563	\$502	\$452	\$446
	Associate	44	\$260	\$275	\$380	\$323	\$289	\$289
Los Angeles CA	Partner	93	\$356	\$400	\$730	\$546	\$544	\$511
	Associate	88	\$270	\$395	\$713	\$501	\$446	\$435

Section III: Practice Area Analysis

Real Estate

By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Miami FL	Partner	54	\$289	\$464	\$696	\$515	\$509	\$507
	Associate	40	\$222	\$267	\$343	\$318	\$379	\$344
Minneapolis MN	Partner	15	\$300	\$438	\$614	\$475	\$432	\$352
New Orleans LA	Partner	13	\$266	\$285	\$319	\$329	\$313	\$276
New York NY	Partner	140	\$328	\$458	\$650	\$543	\$573	\$593
	Associate	118	\$298	\$335	\$481	\$426	\$405	\$438
Orlando FL	Partner	13	\$290	\$400	\$425	\$409	\$473	\$394
	Associate	14	\$250	\$260	\$339	\$302	\$287	\$265
Philadelphia PA	Partner	88	\$375	\$425	\$686	\$551	\$512	\$530
	Associate	69	\$292	\$334	\$560	\$404	\$430	\$426
Pittsburgh PA	Partner	22	\$275	\$373	\$425	\$367	\$354	\$362
	Associate	20	\$194	\$223	\$250	\$254	\$259	\$278
Portland ME	Partner	11	\$365	\$375	\$392	\$373	\$366	\$342
San Diego CA	Partner	21	\$225	\$281	\$316	\$360	\$452	\$450
	Associate	20	\$201	\$225	\$248	\$239	\$271	\$259

Section III: Practice Area Analysis

Real Estate By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
San Francisco CA	Partner	45	\$325	\$554	\$844	\$619	\$588	\$552
	Associate	28	\$265	\$525	\$668	\$527	\$463	\$603
Seattle WA	Partner	17	\$368	\$418	\$657	\$542	\$529	\$522
St. Louis MO	Partner	19	\$310	\$327	\$549	\$415	\$415	\$385
Tampa FL	Partner	21	\$352	\$425	\$540	\$432	\$432	\$417
Washington DC	Partner	50	\$325	\$478	\$662	\$586	\$621	\$651
	Associate	26	\$275	\$465	\$655	\$505	\$469	\$483

Section III: Practice Area Analysis

Real Estate

By Matter Type and YOE

2024 - Real Rates for Partner

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	75	\$275	\$320	\$425	\$357	\$375	\$401
	Non-Litigation	152	\$275	\$331	\$425	\$399	\$389	\$389
21 or More Years	Litigation	177	\$279	\$330	\$500	\$440	\$461	\$460
	Non-Litigation	406	\$295	\$375	\$541	\$468	\$476	\$483

Section III: Practice Area Analysis

Real Estate

By Matter Type and YOE

2024 - Real Rates for Associate

Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	19	\$226	\$275	\$343	\$325	\$305	\$274
	Non-Litigation	56	\$249	\$285	\$400	\$355	\$340	\$335
7 or More Years	Litigation	43	\$220	\$250	\$325	\$296	\$272	\$330
	Non-Litigation	118	\$225	\$275	\$349	\$352	\$368	\$355

Section III: Practice Area Analysis

Real Estate

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	157	\$252	\$300	\$368	\$332	\$347	\$350
		Associate	102	\$210	\$250	\$291	\$255	\$259	\$263
	Non-Litigation	Partner	277	\$252	\$300	\$400	\$343	\$331	\$330
		Associate	194	\$200	\$250	\$300	\$259	\$241	\$240
51-200 Lawyers	Litigation	Partner	80	\$291	\$333	\$500	\$410	\$409	\$435
		Associate	54	\$190	\$243	\$280	\$249	\$279	\$322
	Non-Litigation	Partner	172	\$295	\$370	\$514	\$439	\$423	\$399
		Associate	101	\$225	\$260	\$315	\$294	\$294	\$285
201-500 Lawyers	Litigation	Partner	69	\$340	\$425	\$625	\$528	\$550	\$497
		Associate	60	\$260	\$325	\$403	\$363	\$370	\$336
	Non-Litigation	Partner	163	\$345	\$424	\$550	\$501	\$452	\$461
		Associate	170	\$260	\$285	\$325	\$336	\$320	\$323

Section III: Practice Area Analysis

Real Estate

By Matter Type and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
501-1,000 Lawyers	Litigation	Partner	13	\$440	\$545	\$616	\$538	\$613	\$665
		Associate	10	\$255	\$413	\$504	\$436	\$469	\$475
	Non-Litigation	Partner	59	\$495	\$600	\$838	\$664	\$667	\$694
		Associate	58	\$276	\$384	\$656	\$481	\$474	\$492
More Than 1,000 Lawyers	Non-Litigation	Associate	42	\$597	\$684	\$793	\$719	\$655	\$629

Section IV: In-Depth Analysis for Select US Cities

All data and analysis based on
data collected thru Q2 2024

Section IV: In-Depth Analysis for Select US Cities

Boston MA

By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	51-200 Lawyers	Partner	10	\$405	\$633	\$764	\$609	\$661	\$745
Intellectual Property: Patents	201-500 Lawyers	Partner	15	\$748	\$857	\$875	\$832	\$762	\$729

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	201-500 Lawyers	Partner	23	\$481	\$785	\$1,073	\$819	\$716	\$762
		Associate	11	\$634	\$733	\$807	\$675	\$509	\$464
	501-1,000 Lawyers	Partner	17	\$771	\$909	\$1,158	\$995	\$1,021	\$864
		Associate	19	\$429	\$651	\$811	\$645	\$565	\$512
	More Than 1,000 Lawyers	Partner	27	\$948	\$1,123	\$1,312	\$1,166	\$1,075	\$1,146
		Associate	27	\$471	\$734	\$980	\$713	\$697	\$748
Corporate: Other	201-500 Lawyers	Partner	52	\$968	\$1,104	\$1,300	\$1,103	\$985	\$870
		Associate	80	\$638	\$778	\$900	\$778	\$686	\$592
	More Than 1,000 Lawyers	Partner	63	\$795	\$952	\$1,450	\$1,120	\$1,121	\$1,053
		Associate	45	\$551	\$690	\$872	\$734	\$754	\$667
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	10	\$906	\$1,170	\$1,344	\$1,120	\$960	\$834
	More Than 1,000 Lawyers	Partner	25	\$850	\$1,092	\$1,411	\$1,129	\$1,109	\$972
		Associate	16	\$644	\$745	\$873	\$787	\$703	\$640
Corporate: Tax	More Than 1,000 Lawyers	Partner	28	\$973	\$1,231	\$1,422	\$1,211	\$1,069	\$1,062
		Associate	28	\$610	\$782	\$895	\$728	\$676	\$668

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Other	More Than 1,000 Lawyers	Partner	15	\$745	\$1,095	\$1,671	\$1,176	\$1,146	\$993
		Associate	13	\$420	\$625	\$1,158	\$741	\$762	\$630
Finance and Securities: Investments and Other Financial Instruments	More Than 1,000 Lawyers	Partner	42	\$970	\$1,453	\$1,665	\$1,410	\$1,306	\$1,170
		Associate	26	\$535	\$833	\$983	\$804	\$771	\$688
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	21	\$723	\$840	\$1,020	\$898	\$837	\$866
	More Than 1,000 Lawyers	Partner	170	\$1,411	\$1,585	\$1,925	\$1,646	\$1,541	\$1,315
		Associate	192	\$885	\$1,095	\$1,267	\$1,074	\$979	\$852
Insurance Defense: Other	50 Lawyers or Fewer	Partner	63	\$265	\$289	\$335	\$294	\$286	\$286
		Associate	45	\$225	\$235	\$275	\$237	\$239	\$237
	51-200 Lawyers	Partner	20	\$215	\$230	\$250	\$236	\$229	\$212
		Associate	14	\$171	\$195	\$210	\$190	\$177	\$181
	201-500 Lawyers	Partner	19	\$245	\$250	\$273	\$502	\$567	\$450

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Insurance Defense: Professional Liability	50 Lawyers or Fewer	Partner	11	\$185	\$237	\$285	\$231	\$256	\$244
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	37	\$288	\$305	\$335	\$303	\$297	\$289
		Associate	24	\$238	\$250	\$275	\$252	\$252	\$230
Intellectual Property: Patents	51-200 Lawyers	Partner	14	\$475	\$566	\$663	\$567	\$516	\$493

Section IV: In-Depth Analysis for Select US Cities

Los Angeles CA
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	50 Lawyers or Fewer	Partner	10	\$325	\$502	\$525	\$466	\$503	\$479
		Associate	12	\$806	\$935	\$1,005	\$913	\$818	\$696
	501-1,000 Lawyers	Partner	14	\$741	\$975	\$1,114	\$955	\$1,003	\$901
		Associate	12	\$806	\$935	\$1,005	\$913	\$818	\$696
	More Than 1,000 Lawyers	Partner	13	\$1,060	\$1,265	\$1,595	\$1,286	\$1,254	\$1,137
		Associate	21	\$733	\$987	\$1,050	\$912	\$929	\$894
Corporate: Other	50 Lawyers or Fewer	Partner	14	\$339	\$486	\$581	\$480	\$565	\$591
		Associate	12	\$806	\$935	\$1,005	\$913	\$818	\$696
	51-200 Lawyers	Partner	17	\$681	\$750	\$900	\$803	\$772	\$666
		Associate	12	\$806	\$935	\$1,005	\$913	\$818	\$696
	201-500 Lawyers	Partner	27	\$610	\$895	\$1,231	\$869	\$823	\$746
		Associate	19	\$531	\$650	\$818	\$680	\$567	\$539
	501-1,000 Lawyers	Partner	32	\$751	\$852	\$940	\$835	\$807	\$742
		Associate	12	\$806	\$935	\$1,005	\$913	\$818	\$696
	More Than 1,000 Lawyers	Partner	80	\$1,166	\$1,390	\$1,553	\$1,383	\$1,325	\$1,213
		Associate	70	\$783	\$931	\$1,138	\$944	\$871	\$787

Section IV: In-Depth Analysis for Select US Cities

Los Angeles CA
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	22	\$979	\$1,149	\$1,273	\$1,141	\$1,005	\$1,058
		Associate	26	\$635	\$746	\$813	\$746	\$742	\$760
Employment and Labor: Other	501-1,000 Lawyers	Partner	10	\$561	\$675	\$704	\$888	\$750	\$758
	More Than 1,000 Lawyers	Partner	17	\$639	\$1,122	\$1,243	\$1,001	\$962	\$942
		Associate	13	\$406	\$511	\$661	\$564	\$545	\$605
Finance and Securities: Investments and Other Financial Instruments	More Than 1,000 Lawyers	Partner	18	\$1,219	\$1,521	\$1,781	\$1,480	\$1,421	\$1,369
Finance and Securities: Loans and Financing	501-1,000 Lawyers	Partner	21	\$910	\$1,043	\$1,248	\$1,117	\$1,011	\$878
	More Than 1,000 Lawyers	Partner	42	\$1,313	\$1,585	\$1,774	\$1,560	\$1,508	\$1,314
Insurance Defense: Other	50 Lawyers or Fewer	Partner	68	\$200	\$252	\$280	\$275	\$306	\$292
		Associate	80	\$187	\$215	\$232	\$209	\$211	\$209
Intellectual Property: Patents	More Than 1,000 Lawyers	Associate	15	\$672	\$995	\$1,073	\$894	\$762	\$769

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Bankruptcy and Collections	201-500 Lawyers	Partner	14	\$400	\$700	\$808	\$633	\$641	\$588
Commercial	50 Lawyers or Fewer	Partner	10	\$406	\$457	\$690	\$677	\$646	\$487
		Associate	12	\$449	\$450	\$564	\$491	\$506	\$436
	201-500 Lawyers	Partner	17	\$619	\$665	\$897	\$764	\$722	\$691
		Associate	12	\$449	\$450	\$564	\$491	\$506	\$436
	501-1,000 Lawyers	Partner	46	\$1,546	\$1,815	\$2,063	\$1,728	\$1,645	\$1,455
		Associate	61	\$846	\$995	\$1,350	\$1,064	\$981	\$882
	More Than 1,000 Lawyers	Partner	22	\$1,300	\$1,513	\$1,716	\$1,458	\$1,572	\$1,394
		Associate	41	\$725	\$950	\$1,067	\$923	\$941	\$827
Corporate: Governance	501-1,000 Lawyers	Partner	30	\$1,796	\$1,796	\$1,980	\$1,868	\$1,728	\$1,569
		Associate	51	\$746	\$910	\$1,149	\$937	\$876	\$849
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	43	\$1,820	\$1,825	\$2,200	\$1,964	\$1,716	\$1,535
		Associate	71	\$810	\$1,060	\$1,315	\$1,093	\$938	\$909
	More Than 1,000 Lawyers	Partner	45	\$1,534	\$1,860	\$1,973	\$1,735	\$1,591	\$1,464
		Associate	60	\$860	\$1,150	\$1,275	\$1,077	\$951	\$898

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	50 Lawyers or Fewer	Partner	33	\$405	\$545	\$636	\$530	\$521	\$504
		Associate	17	\$320	\$360	\$420	\$363	\$342	\$325
	51-200 Lawyers	Partner	18	\$330	\$525	\$849	\$631	\$554	\$652
		Associate	11	\$280	\$325	\$568	\$467	\$498	\$444
	201-500 Lawyers	Partner	65	\$875	\$1,153	\$1,360	\$1,140	\$1,030	\$911
		Associate	46	\$538	\$700	\$859	\$691	\$632	\$595
	501-1,000 Lawyers	Partner	172	\$1,449	\$1,679	\$1,996	\$1,681	\$1,526	\$1,430
		Associate	231	\$825	\$1,075	\$1,233	\$1,079	\$940	\$880
	More Than 1,000 Lawyers	Partner	72	\$1,313	\$1,482	\$1,884	\$1,552	\$1,536	\$1,455
		Associate	85	\$683	\$889	\$1,143	\$933	\$911	\$883
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	12	\$682	\$724	\$791	\$761	\$909	\$789
		Associate	12	\$406	\$555	\$699	\$696	\$709	\$628
	501-1,000 Lawyers	Partner	41	\$1,463	\$1,791	\$1,944	\$1,697	\$1,469	\$1,382
		Associate	53	\$729	\$958	\$1,366	\$1,025	\$840	\$808

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Tax	More Than 1,000 Lawyers	Partner	25	\$1,198	\$1,350	\$1,736	\$1,404	\$1,245	\$1,208
		Associate	30	\$655	\$805	\$925	\$827	\$764	\$731
	501-1,000 Lawyers	Partner	22	\$1,737	\$2,208	\$2,299	\$1,877	\$1,362	\$1,174
		Associate	16	\$713	\$1,034	\$1,200	\$947	\$1,087	\$969
Employment and Labor: Other	201-500 Lawyers	Partner	48	\$450	\$840	\$1,637	\$1,036	\$1,185	\$621
		Associate	87	\$564	\$661	\$895	\$711	\$808	\$446
	501-1,000 Lawyers	Partner	58	\$490	\$630	\$770	\$734	\$723	\$769
		Associate	28	\$360	\$385	\$602	\$553	\$564	\$593
	More Than 1,000 Lawyers	Partner	21	\$918	\$1,003	\$1,590	\$1,253	\$1,123	\$978
		Associate	19	\$475	\$575	\$670	\$593	\$648	\$618
	51-200 Lawyers	Partner	11	\$415	\$504	\$530	\$474	\$462	\$443
		Associate	14	\$631	\$739	\$1,000	\$788	\$877	\$889
Finance and Securities: Debt/Equity Offerings	501-1,000 Lawyers	Partner	17	\$931	\$1,115	\$1,695	\$1,241	\$1,347	\$1,417
		Associate	14	\$631	\$739	\$1,000	\$788	\$877	\$889

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	More Than 1,000 Lawyers	Partner	19	\$1,008	\$1,267	\$1,777	\$1,344	\$1,147	\$1,243
		Associate	12	\$597	\$963	\$1,223	\$892	\$763	\$742
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	69	\$1,102	\$1,307	\$1,818	\$1,469	\$1,365	\$1,470
		Associate	126	\$680	\$812	\$995	\$872	\$863	\$892
	More Than 1,000 Lawyers	Partner	29	\$1,042	\$1,505	\$1,746	\$1,467	\$1,379	\$1,351
		Associate	17	\$450	\$635	\$1,295	\$827	\$753	\$801
	201-500 Lawyers	Partner	73	\$1,185	\$1,660	\$1,822	\$1,510	\$1,361	\$1,347
		Associate	99	\$745	\$915	\$1,084	\$900	\$838	\$743
Finance and Securities: Loans and Financing	501-1,000 Lawyers	Partner	85	\$1,282	\$1,520	\$1,905	\$1,538	\$1,446	\$1,430
		Associate	84	\$760	\$950	\$1,160	\$954	\$931	\$902
	More Than 1,000 Lawyers	Partner	97	\$1,455	\$1,850	\$2,073	\$1,753	\$1,549	\$1,440
		Associate	111	\$960	\$1,185	\$1,406	\$1,186	\$1,046	\$943
	201-500 Lawyers	Partner	73	\$1,185	\$1,660	\$1,822	\$1,510	\$1,361	\$1,347
		Associate	99	\$745	\$915	\$1,084	\$900	\$838	\$743
Finance and Securities: SEC Filings and Financial Reporting	501-1,000 Lawyers	Partner	16	\$1,804	\$1,860	\$2,046	\$1,853	\$1,519	\$1,557
		Associate	16	\$1,804	\$1,860	\$2,046	\$1,853	\$1,519	\$1,557

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Finance and Securities: Securities and Banking Regulations	501-1,000 Lawyers	Partner	10	\$1,286	\$1,494	\$1,833	\$1,522	\$1,385	\$1,284
		Associate	22	\$359	\$849	\$988	\$757	\$838	\$759
Insurance Defense: Auto and Transportation	51-200 Lawyers	Partner	17	\$140	\$180	\$207	\$180	\$191	\$194
		Associate	53	\$140	\$140	\$140	\$149	\$159	\$166
Insurance Defense: Other	50 Lawyers or Fewer	Partner	46	\$175	\$245	\$250	\$241	\$246	\$271
		Associate	40	\$149	\$175	\$206	\$185	\$209	\$231
	51-200 Lawyers	Partner	48	\$189	\$235	\$374	\$281	\$280	\$261
		Associate	30	\$195	\$265	\$295	\$245	\$221	\$209
	201-500 Lawyers	Partner	29	\$185	\$225	\$258	\$261	\$274	\$328
		Associate	21	\$175	\$185	\$213	\$227	\$267	\$345
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	33	\$160	\$175	\$191	\$187	\$199	\$207
		Associate	27	\$152	\$162	\$175	\$168	\$164	\$175
	51-200 Lawyers	Partner	18	\$194	\$225	\$455	\$304	\$308	\$270

Section IV: In-Depth Analysis for Select US Cities

New York NY
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Intellectual Property: Patents	501-1,000 Lawyers	Partner	19	\$712	\$953	\$1,058	\$1,000	\$903	\$952
	More Than 1,000 Lawyers	Partner	12	\$1,036	\$1,303	\$1,423	\$1,182	\$1,090	\$1,061

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA

By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Bankruptcy and Collections	201-500 Lawyers	Partner	16	\$585	\$625	\$652	\$619	\$608	\$568
		Associate	16	\$423	\$425	\$463	\$448	\$415	\$393
Commercial	51-200 Lawyers	Partner	18	\$614	\$932	\$1,198	\$910	\$751	\$867
	201-500 Lawyers	Partner	30	\$731	\$881	\$1,079	\$918	\$773	\$746
	501-1,000 Lawyers	Partner	14	\$765	\$813	\$1,029	\$932	\$859	\$812
	More Than 1,000 Lawyers	Partner	14	\$925	\$1,037	\$1,231	\$1,103	\$1,034	\$1,083
Corporate: Other	51-200 Lawyers	Associate	14	\$402	\$470	\$560	\$492	\$459	\$440
	201-500 Lawyers	Partner	31	\$622	\$655	\$828	\$714	\$677	\$710
		Associate	19	\$460	\$475	\$623	\$545	\$439	\$433
	501-1,000 Lawyers	Partner	25	\$735	\$930	\$1,153	\$938	\$825	\$797
		Associate	31	\$391	\$520	\$629	\$547	\$514	\$500
	More Than 1,000 Lawyers	Associate	35	\$518	\$655	\$768	\$680	\$611	\$551

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA

By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	12	\$929	\$945	\$1,109	\$972	\$928	\$828
Employment and Labor: Other	201-500 Lawyers	Partner	13	\$425	\$603	\$1,015	\$684	\$524	\$543
	501-1,000 Lawyers	Partner	11	\$504	\$630	\$747	\$648	\$653	\$630
Insurance Defense: Auto and Transportation	50 Lawyers or Fewer	Partner	35	\$185	\$195	\$201	\$194	\$192	\$186
		Associate	47	\$170	\$170	\$200	\$182	\$177	\$178
Insurance Defense: Other	50 Lawyers or Fewer	Partner	55	\$185	\$200	\$215	\$213	\$210	\$203
		Associate	51	\$170	\$175	\$200	\$180	\$179	\$180
	51-200 Lawyers	Partner	18	\$175	\$195	\$202	\$199	\$197	\$195
		Associate	17	\$143	\$166	\$179	\$171	\$161	\$166
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	27	\$179	\$200	\$215	\$198	\$195	\$194
		Associate	23	\$165	\$175	\$175	\$174	\$179	\$178

Section IV: In-Depth Analysis for Select US Cities

San Francisco CA
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	501-1,000 Lawyers	Partner	17	\$1,140	\$1,285	\$1,522	\$1,323	\$1,133	\$1,025
		Associate	23	\$586	\$870	\$1,154	\$865	\$719	\$770
Insurance Defense: Other	201-500 Lawyers	Partner	58	\$265	\$280	\$320	\$319	\$334	\$318

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	50 Lawyers or Fewer	Partner	20	\$520	\$581	\$708	\$610	\$615	\$549
		Associate	13	\$511	\$650	\$700	\$610	\$595	\$571
	201-500 Lawyers	Partner	20	\$763	\$841	\$901	\$877	\$887	\$873
		Associate	13	\$511	\$650	\$700	\$610	\$595	\$571
	501-1,000 Lawyers	Partner	40	\$957	\$1,204	\$1,480	\$1,287	\$1,028	\$1,029
		Associate	23	\$671	\$762	\$845	\$794	\$717	\$610
	More Than 1,000 Lawyers	Partner	23	\$1,123	\$1,282	\$1,456	\$1,377	\$1,230	\$1,154
		Associate	18	\$680	\$762	\$992	\$830	\$817	\$822
Corporate: Antitrust and Competition	501-1,000 Lawyers	Partner	18	\$950	\$1,088	\$1,176	\$1,126	\$1,110	\$1,160
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	31	\$1,172	\$1,360	\$1,551	\$1,364	\$1,281	\$1,224
		Associate	29	\$700	\$820	\$1,020	\$877	\$805	\$752
Corporate: Other	50 Lawyers or Fewer	Partner	17	\$553	\$725	\$805	\$667	\$620	\$614
		Associate	33	\$468	\$725	\$779	\$636	\$547	\$481
	51-200 Lawyers	Partner	22	\$837	\$951	\$993	\$925	\$846	\$818
	201-500 Lawyers	Partner	51	\$958	\$1,104	\$1,246	\$1,099	\$966	\$881
		Associate	43	\$717	\$846	\$900	\$812	\$649	\$576

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	501-1,000 Lawyers	Partner	108	\$950	\$1,044	\$1,369	\$1,141	\$1,042	\$981
		Associate	98	\$730	\$881	\$995	\$824	\$676	\$674
	More Than 1,000 Lawyers	Partner	115	\$940	\$1,150	\$1,465	\$1,220	\$1,176	\$1,105
		Associate	84	\$567	\$715	\$1,000	\$808	\$763	\$758
	50 Lawyers or Fewer	Partner	57	\$575	\$628	\$675	\$630	\$595	\$562
		Associate	24	\$395	\$481	\$604	\$509	\$479	\$482
	51-200 Lawyers	Partner	24	\$595	\$688	\$966	\$781	\$810	\$825
		Associate	24	\$395	\$481	\$604	\$509	\$479	\$482
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	41	\$788	\$867	\$983	\$903	\$871	\$831
		Associate	30	\$547	\$609	\$688	\$652	\$609	\$572
	501-1,000 Lawyers	Partner	124	\$950	\$1,204	\$1,375	\$1,180	\$1,090	\$1,015
		Associate	113	\$746	\$950	\$950	\$864	\$717	\$683
	More Than 1,000 Lawyers	Partner	87	\$983	\$1,238	\$1,445	\$1,273	\$1,163	\$1,103
		Associate	66	\$654	\$793	\$982	\$830	\$769	\$674

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Tax	More Than 1,000 Lawyers	Partner	36	\$1,038	\$1,395	\$1,609	\$1,360	\$1,313	\$1,272
		Associate	54	\$545	\$744	\$1,138	\$819	\$761	\$804
Employment and Labor: Other	201-500 Lawyers	Partner	10	\$796	\$845	\$875	\$811	\$733	\$681
	501-1,000 Lawyers	Partner	15	\$526	\$1,170	\$1,482	\$1,052	\$1,064	\$879
	More Than 1,000 Lawyers	Partner	23	\$749	\$918	\$1,080	\$940	\$937	\$828
		Associate	13	\$487	\$498	\$575	\$552	\$611	\$635
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	15	\$1,015	\$1,215	\$1,663	\$1,345	\$1,224	\$1,208
	More Than 1,000 Lawyers	Partner	13	\$1,030	\$1,246	\$1,595	\$1,376	\$1,286	\$1,306
		Associate	12	\$630	\$912	\$1,340	\$980	\$849	\$826
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	14	\$829	\$995	\$1,198	\$1,023	\$1,057	\$975
	501-1,000 Lawyers	Partner	24	\$897	\$1,103	\$1,399	\$1,270	\$1,076	\$1,028
	More Than 1,000 Lawyers	Partner	28	\$1,279	\$1,663	\$1,920	\$1,616	\$1,442	\$1,349

Section IV: In-Depth Analysis for Select US Cities

Washington DC
By Practice Area and Firm Size

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Intellectual Property: Patents	201-500 Lawyers	Partner	18	\$952	\$1,145	\$1,311	\$1,109	\$955	\$925
	501-1,000 Lawyers	Partner	22	\$921	\$1,102	\$1,173	\$1,071	\$1,026	\$988
		Associate	22	\$689	\$743	\$839	\$759	\$703	\$765
	More Than 1,000 Lawyers	Partner	13	\$1,123	\$1,258	\$1,380	\$1,242	\$1,130	\$1,081
		Associate	12	\$746	\$790	\$966	\$823	\$800	\$758

Section V: International Analysis

All data and analysis based on
data collected thru Q2 2024

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Argentina	Partner	19	\$49	\$241	\$338	\$218	\$144	\$138
	Associate	22	\$135	\$291	\$493	\$340	\$228	\$218
Australia	Partner	89	\$440	\$538	\$635	\$563	\$558	\$572
	Associate	119	\$261	\$316	\$425	\$340	\$339	\$350
	Paralegal	29	\$157	\$190	\$245	\$202	\$168	\$213
Austria	Partner	20	\$373	\$406	\$921	\$582	\$614	\$697
	Associate	36	\$300	\$468	\$729	\$497	\$446	\$553
Belgium	Partner	43	\$543	\$748	\$981	\$774	\$750	\$670
	Associate	93	\$329	\$431	\$595	\$498	\$506	\$455
	Paralegal	15	\$221	\$291	\$351	\$287	\$323	\$297
Brazil	Partner	75	\$350	\$477	\$514	\$469	\$406	\$393
	Associate	120	\$180	\$240	\$345	\$267	\$233	\$226
	Paralegal	29	\$75	\$75	\$75	\$109	\$98	\$81

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Canada	Partner	428	\$494	\$663	\$885	\$699	\$667	\$630
	Associate	139	\$375	\$525	\$797	\$583	\$527	\$490
	Paralegal	227	\$180	\$285	\$350	\$270	\$245	\$234
Cayman Islands	Partner	21	\$1,275	\$1,365	\$1,497	\$1,351	\$1,284	\$1,188
China	Partner	104	\$450	\$621	\$834	\$678	\$689	\$740
	Associate	164	\$300	\$417	\$585	\$468	\$439	\$438
	Paralegal	27	\$248	\$262	\$335	\$294	\$305	\$289
Czech Republic	Associate	11	\$324	\$365	\$414	\$378	\$308	\$333
Denmark	Associate	16	\$339	\$368	\$439	\$377	\$341	\$264
Finland	Partner	15	\$466	\$650	\$729	\$606	\$575	\$601
	Associate	20	\$315	\$366	\$464	\$391	\$367	\$369
France	Partner	123	\$511	\$631	\$792	\$667	\$616	\$620
	Associate	221	\$300	\$395	\$551	\$439	\$408	\$431
	Paralegal	41	\$119	\$273	\$331	\$247	\$227	\$229

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Germany	Partner	261	\$450	\$625	\$800	\$655	\$583	\$580
	Associate	369	\$332	\$402	\$540	\$462	\$425	\$419
	Paralegal	55	\$201	\$245	\$333	\$258	\$249	\$253
Greece	Associate	11	\$107	\$171	\$193	\$159	\$151	\$152
Hong Kong	Partner	50	\$770	\$1,028	\$1,267	\$1,048	\$1,033	\$900
	Associate	79	\$379	\$511	\$763	\$583	\$575	\$519
	Paralegal	26	\$256	\$325	\$405	\$348	\$344	\$332
Hungary	Associate	21	\$190	\$197	\$261	\$217	\$265	\$209
India	Partner	41	\$310	\$400	\$470	\$404	\$376	\$410
	Associate	84	\$200	\$235	\$250	\$235	\$237	\$221
Ireland	Partner	71	\$564	\$666	\$729	\$650	\$595	\$600
	Associate	107	\$363	\$425	\$500	\$433	\$374	\$385
	Paralegal	48	\$208	\$241	\$254	\$245	\$224	\$211
Israel	Partner	36	\$225	\$259	\$499	\$384	\$399	\$433
	Associate	31	\$150	\$165	\$324	\$226	\$253	\$264

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Italy	Partner	34	\$524	\$666	\$891	\$684	\$632	\$578
	Associate	83	\$313	\$426	\$562	\$447	\$410	\$367
	Paralegal	14	\$199	\$214	\$340	\$244	\$180	\$179
Japan	Partner	42	\$336	\$451	\$653	\$591	\$513	\$525
	Associate	81	\$175	\$236	\$418	\$327	\$359	\$363
	Paralegal	34	\$106	\$151	\$202	\$173	\$186	\$159
Korea, Republic of	Partner	122	\$646	\$788	\$900	\$783	\$740	\$680
	Associate	91	\$330	\$419	\$480	\$415	\$394	\$364
	Paralegal	35	\$220	\$253	\$293	\$253	\$251	\$223
Luxembourg	Partner	23	\$726	\$805	\$912	\$830	\$710	\$680
	Associate	66	\$295	\$456	\$553	\$448	\$398	\$393
Mexico	Partner	29	\$305	\$485	\$570	\$479	\$475	\$445
	Associate	59	\$293	\$373	\$425	\$393	\$357	\$314
	Paralegal	13	\$70	\$128	\$237	\$165	\$173	\$131

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Netherlands	Partner	58	\$448	\$511	\$750	\$606	\$585	\$562
	Associate	150	\$304	\$381	\$479	\$405	\$404	\$384
	Paralegal	16	\$202	\$248	\$295	\$277	\$229	\$211
New Zealand	Partner	13	\$451	\$515	\$570	\$523	\$445	\$528
	Associate	22	\$230	\$402	\$514	\$405	\$375	\$363
Norway	Partner	11	\$342	\$348	\$719	\$483	\$666	\$512
Philippines	Associate	24	\$293	\$300	\$300	\$276	\$205	\$238
Poland	Partner	21	\$228	\$309	\$433	\$376	\$324	\$290
	Associate	66	\$157	\$186	\$230	\$223	\$211	\$201
Portugal	Associate	14	\$134	\$188	\$370	\$278	\$230	\$165
Russian Federation	Associate	15	\$300	\$314	\$470	\$395	\$494	\$470
Saudi Arabia	Associate	15	\$491	\$590	\$668	\$586	\$582	\$636
Singapore	Partner	25	\$404	\$725	\$1,167	\$785	\$799	\$775
	Associate	65	\$439	\$606	\$777	\$622	\$553	\$516

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
South Africa	Partner	23	\$242	\$366	\$636	\$438	\$428	\$384
	Associate	20	\$134	\$148	\$302	\$231	\$185	\$209
Spain	Partner	62	\$568	\$709	\$845	\$697	\$609	\$591
	Associate	125	\$351	\$478	\$630	\$476	\$401	\$399
	Paralegal	30	\$134	\$210	\$232	\$197	\$208	\$181
Sweden	Partner	12	\$401	\$443	\$668	\$515	\$566	\$543
	Associate	25	\$248	\$341	\$417	\$349	\$366	\$318
Switzerland	Partner	23	\$500	\$625	\$743	\$646	\$576	\$565
	Associate	25	\$368	\$437	\$529	\$438	\$424	\$416
Taiwan	Partner	17	\$376	\$385	\$531	\$424	\$419	\$443
	Associate	50	\$200	\$260	\$376	\$289	\$286	\$271
Turkey	Associate	17	\$230	\$235	\$243	\$269	\$253	\$255
United Arab Emirates	Associate	43	\$423	\$588	\$733	\$589	\$595	\$510
	Paralegal	19	\$227	\$322	\$388	\$300	\$302	\$252

Section V: International Analysis

All Countries

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
United Kingdom	Partner	774	\$581	\$750	\$1,058	\$852	\$802	\$831
	Associate	1,375	\$378	\$496	\$698	\$557	\$517	\$532
	Paralegal	422	\$166	\$219	\$285	\$241	\$233	\$231
United States	Partner	12,476	\$436	\$680	\$1,056	\$803	\$792	\$754
	Associate	11,172	\$340	\$523	\$795	\$597	\$579	\$554
	Paralegal	5,253	\$149	\$229	\$340	\$258	\$263	\$250

Section V: International Analysis

Australia
By Role

2024 - Real Rates for Partner, Associate, and Paralegal					Trend Analysis - Mean		
Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Partner	89	\$440	\$538	\$635	\$563	\$558	\$572
Associate	119	\$261	\$316	\$425	\$340	\$339	\$350
Paralegal	29	\$157	\$190	\$245	\$202	\$168	\$213

Section V: International Analysis

Australia

By Practice Area and Matter Type

2024 - Real Rates for Associate

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Regulatory and Compliance	Non-Litigation	Associate	10	\$308	\$424	\$451	\$390	\$333	\$306
Employment and Labor: Other	Non-Litigation	Associate	19	\$215	\$261	\$281	\$278	\$285	\$286
Intellectual Property: Trademarks	Non-Litigation	Associate	13	\$275	\$291	\$316	\$290	\$318	\$368

Section V: International Analysis

Australia

By Firm Size and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
51-200 Lawyers	Partner	10	\$376	\$381	\$551	\$502	\$535	\$501
	Associate	14	\$198	\$271	\$293	\$262	\$302	\$305
More Than 1,000 Lawyers	Partner	17	\$611	\$703	\$801	\$723	\$650	\$668
	Associate	30	\$350	\$397	\$450	\$390	\$389	\$408

Section V: International Analysis

Canada

By Role

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Partner	428	\$494	\$663	\$885	\$699	\$667	\$630
Paralegal	227	\$180	\$285	\$350	\$270	\$245	\$234
Associate	139	\$375	\$525	\$797	\$583	\$527	\$490

Section V: International Analysis

Canada

By Practice Area and Matter Type

2024 - Real Rates for Paralegal and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Tax	Non-Litigation	Partner	11	\$593	\$948	\$1,100	\$875	\$849	\$798
Commercial	Non-Litigation	Partner	58	\$752	\$885	\$1,051	\$883	\$840	\$753
Corporate: Regulatory and Compliance	Non-Litigation	Partner	21	\$749	\$854	\$1,099	\$865	\$805	\$740
Finance and Securities: Loans and Financing	Non-Litigation	Partner	21	\$642	\$745	\$882	\$771	\$777	\$768
Corporate: Other	Non-Litigation	Partner	89	\$654	\$893	\$1,049	\$865	\$779	\$742
		Paralegal	55	\$277	\$300	\$383	\$313	\$274	\$256
	Litigation	Partner	15	\$575	\$720	\$813	\$683	\$745	\$630
		Paralegal	23	\$215	\$294	\$319	\$279	\$252	\$253
Employment and Labor: Other	Non-Litigation	Partner	16	\$488	\$547	\$758	\$653	\$545	\$482
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Paralegal	27	\$290	\$365	\$452	\$357	\$362	\$317

Section V: International Analysis

Canada

By Firm Size and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Partner	35	\$350	\$400	\$495	\$445	\$462	\$428
51-200 Lawyers	Partner	71	\$460	\$550	\$775	\$605	\$569	\$578
201-500 Lawyers	Partner	118	\$598	\$840	\$1,002	\$807	\$765	\$714
	Associate	35	\$480	\$560	\$744	\$609	\$582	\$524
501-1,000 Lawyers	Partner	115	\$596	\$784	\$1,008	\$802	\$740	\$661
	Associate	41	\$591	\$815	\$959	\$777	\$691	\$615

Section V: International Analysis

France

By Role

2024 - Real Rates for Paralegal, Associate and Partner					Trend Analysis - Mean		
Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Partner	123	\$511	\$631	\$792	\$667	\$616	\$620
Associate	221	\$300	\$395	\$551	\$439	\$408	\$431
Paralegal	41	\$119	\$273	\$331	\$247	\$227	\$229

Section V: International Analysis

France

By Practice Area and Matter Type

2024 - Real Rates for Associate							Trend Analysis - Mean		
Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	Non-Litigation	Associate	14	\$200	\$378	\$547	\$380	\$382	\$432
Corporate: Regulatory and Compliance	Non-Litigation	Associate	12	\$308	\$328	\$496	\$419	\$441	\$459

Section V: International Analysis

France

By Practice Area and Matter Type

2024 - Real Rates for Associate							Trend Analysis - Mean		
Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Corporate: Other	Non-Litigation	Associate	14	\$200	\$378	\$547	\$380	\$382	\$432
Corporate: Regulatory and Compliance	Non-Litigation	Associate	12	\$308	\$328	\$496	\$419	\$441	\$459

Section V: International Analysis

France

By Firm Size and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
501-1,000 Lawyers	Partner	12	\$540	\$580	\$585	\$579	\$567	\$566
	Associate	96	\$365	\$473	\$577	\$494	\$461	\$471
More Than 1,000 Lawyers	Partner	42	\$620	\$700	\$895	\$771	\$737	\$699
	Associate	96	\$365	\$473	\$577	\$494	\$461	\$471

Section V: International Analysis

Germany

By Role

2024 - Real Rates for Associate, Paralegal and Partner

Trend Analysis - Mean

Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Partner	261	\$450	\$625	\$800	\$655	\$583	\$580
Associate	369	\$332	\$402	\$540	\$462	\$425	\$419
Paralegal	55	\$201	\$245	\$333	\$258	\$249	\$253

Section V: International Analysis

Germany

By Practice Area and Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Non-Litigation	Partner	18	\$355	\$387	\$800	\$616	\$452	\$408
		Associate	23	\$296	\$361	\$423	\$424	\$429	\$363
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Associate	20	\$461	\$568	\$975	\$706	\$729	\$651
Corporate: Other	Litigation	Partner	19	\$703	\$705	\$711	\$714	\$614	\$617
	Non-Litigation	Partner	16	\$664	\$775	\$996	\$870	\$807	\$620
		Associate	28	\$362	\$429	\$579	\$481	\$541	\$486
Corporate: Regulatory and Compliance	Non-Litigation	Partner	18	\$499	\$564	\$679	\$660	\$596	\$567
		Associate	28	\$369	\$465	\$664	\$544	\$397	\$390
Employment and Labor: Other	Litigation	Partner	11	\$447	\$619	\$714	\$565	\$644	\$659
		Associate	12	\$396	\$465	\$515	\$466	\$386	\$424
	Non-Litigation	Partner	14	\$400	\$419	\$514	\$436	\$415	\$430
		Associate	22	\$314	\$328	\$360	\$344	\$305	\$294
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	16	\$999	\$999	\$1,613	\$1,147	\$907	\$791
		Associate	35	\$444	\$722	\$787	\$643	\$569	\$514

Section V: International Analysis

Germany

By Practice Area and Matter Type

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Intellectual Property: Patents	Litigation	Partner	26	\$366	\$681	\$825	\$621	\$562	\$608
	Non-Litigation	Partner	32	\$343	\$491	\$669	\$497	\$386	\$470
		Associate	30	\$352	\$366	\$420	\$384	\$331	\$378
Intellectual Property: Trademarks	Non-Litigation	Associate	14	\$487	\$536	\$568	\$511	\$448	\$475

Section V: International Analysis

Germany

By Firm Size and Role

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
201-500 Lawyers	Partner	25	\$419	\$502	\$536	\$477	\$428	\$426
	Associate	27	\$340	\$370	\$412	\$365	\$365	\$367
More Than 1,000 Lawyers	Partner	74	\$561	\$775	\$881	\$744	\$673	\$663
	Associate	98	\$368	\$439	\$571	\$488	\$436	\$436

Section V: International Analysis

United Kingdom

By Role

2024 - Real Rates for Partner, Associate, and Paralegal					Trend Analysis - Mean		
Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Partner	774	\$581	\$750	\$1,058	\$852	\$802	\$831
Associate	1,375	\$378	\$496	\$698	\$557	\$517	\$532
Paralegal	422	\$166	\$219	\$285	\$241	\$233	\$231

Section V: International Analysis

United Kingdom

By Practice Area and Matter Type

2024 - Real Rates for Paralegal, Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Commercial	Non-Litigation	Partner	33	\$549	\$797	\$965	\$813	\$884	\$653
		Associate	64	\$447	\$496	\$708	\$590	\$572	\$417
		Paralegal	23	\$179	\$185	\$261	\$215	\$191	\$190
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Associate	97	\$439	\$555	\$714	\$620	\$575	\$734
		Paralegal	13	\$155	\$186	\$219	\$224	\$272	\$283
Corporate: Other	Litigation	Partner	22	\$620	\$705	\$836	\$808	\$826	\$760
		Associate	41	\$427	\$529	\$709	\$574	\$515	\$478
		Paralegal	14	\$192	\$209	\$280	\$251	\$242	\$257
	Non-Litigation	Partner	70	\$764	\$1,135	\$1,345	\$1,117	\$990	\$906
		Associate	114	\$503	\$733	\$931	\$737	\$667	\$615
		Paralegal	20	\$245	\$278	\$403	\$310	\$330	\$278
	Non-Litigation	Partner	55	\$721	\$987	\$1,089	\$989	\$860	\$843
		Associate	54	\$493	\$620	\$770	\$669	\$618	\$537
	Non-Litigation	Associate	14	\$463	\$638	\$995	\$702	\$522	\$503
Corporate: Tax	Non-Litigation	Associate	14	\$463	\$638	\$995	\$702	\$522	\$503
Employment and Labor: Agreements	Non-Litigation	Partner	18	\$520	\$600	\$669	\$613	\$640	\$681

Section V: International Analysis

United Kingdom

By Practice Area and Matter Type

2024 - Real Rates for Paralegal, Associate and Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Employment and Labor: Other	Litigation	Associate	22	\$548	\$637	\$844	\$695	\$585	\$599
	Non-Litigation	Partner	67	\$536	\$676	\$875	\$747	\$691	\$693
		Associate	94	\$394	\$468	\$608	\$509	\$495	\$530
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	45	\$715	\$1,007	\$1,211	\$1,034	\$917	\$903
		Associate	65	\$465	\$657	\$837	\$701	\$611	\$564
		Paralegal	19	\$173	\$187	\$283	\$230	\$229	\$251
Finance and Securities: Loans and Financing	Non-Litigation	Partner	72	\$813	\$1,069	\$1,388	\$1,112	\$1,094	\$1,085
		Associate	101	\$567	\$772	\$1,077	\$807	\$690	\$711
Intellectual Property: Patents	Litigation	Partner	17	\$841	\$994	\$1,085	\$949	\$773	\$783
	Non-Litigation	Partner	20	\$428	\$500	\$560	\$509	\$554	\$512
		Associate	27	\$271	\$380	\$476	\$399	\$389	\$404
Intellectual Property: Trademarks	Non-Litigation	Associate	25	\$423	\$480	\$563	\$514	\$446	\$415
		Paralegal	19	\$187	\$220	\$245	\$226	\$262	\$239
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	27	\$578	\$627	\$923	\$714	\$676	\$673
		Associate	39	\$296	\$369	\$539	\$424	\$442	\$479

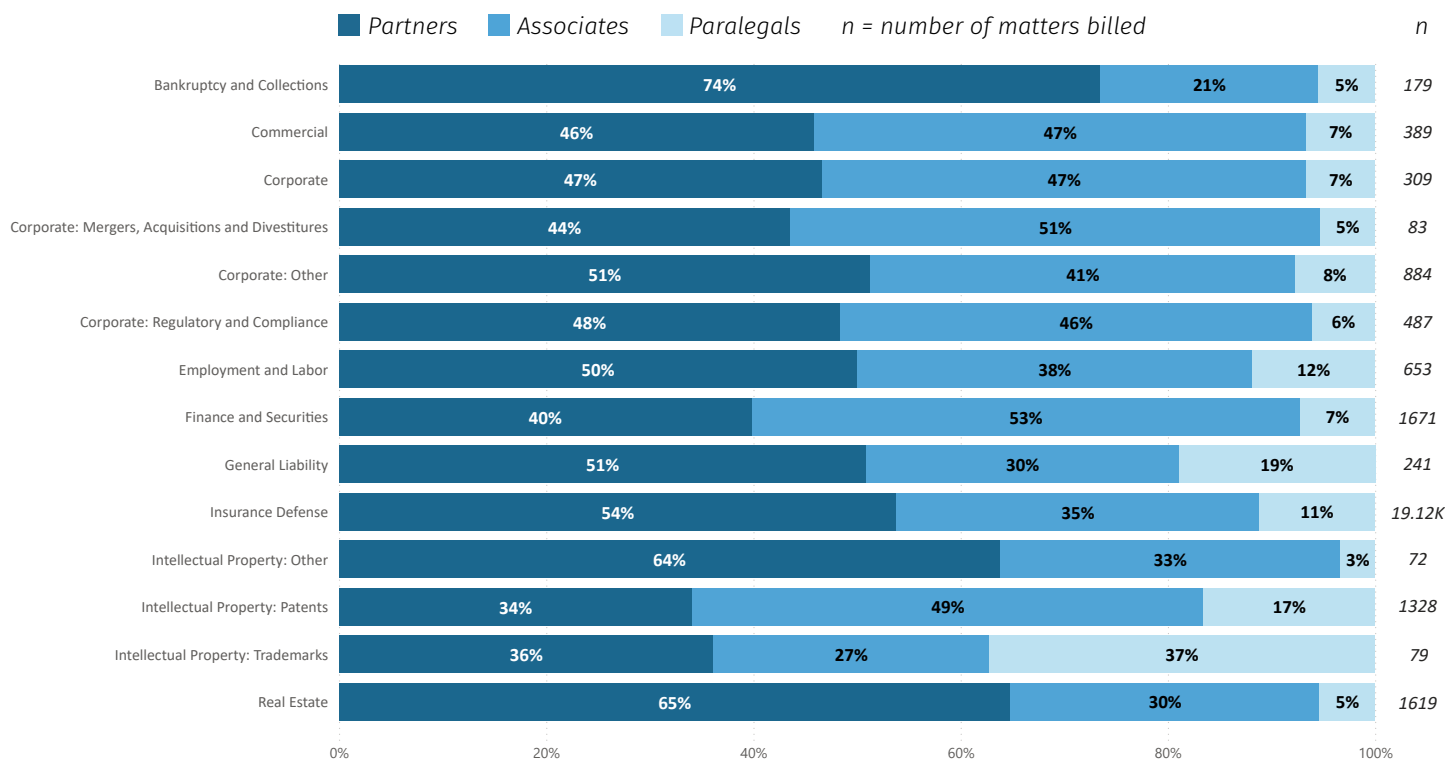
Section VI: Matter Staffing Analysis

All data and analysis based on
data collected thru Q2 2024

Section VI: Matter Staffing Analysis

Short Non-Litigation Matters, 40 to 100 Total Hours Billed

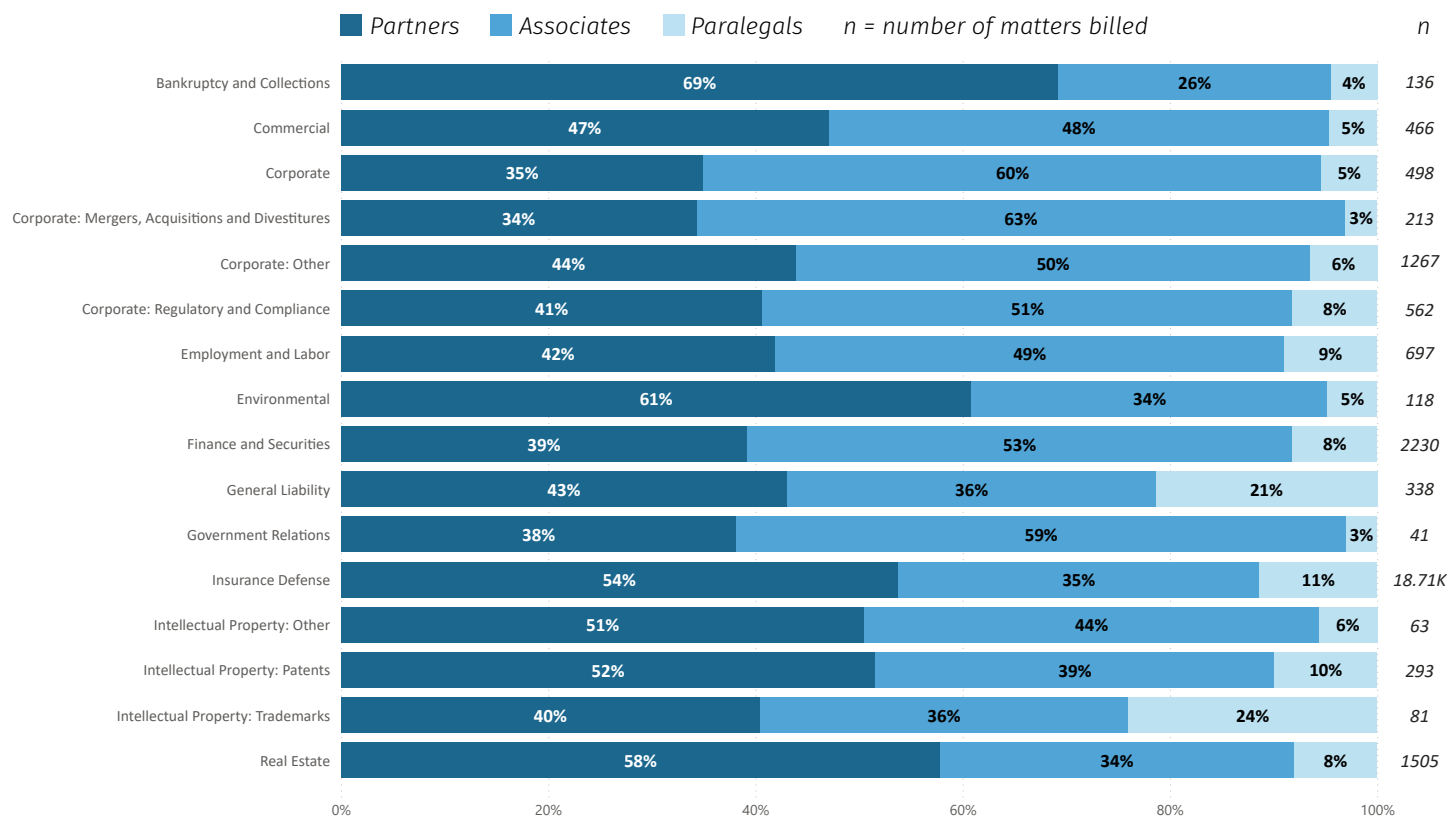
2021 to 2024 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Non-Litigation Matters, More Than 100 Total Hours Billed

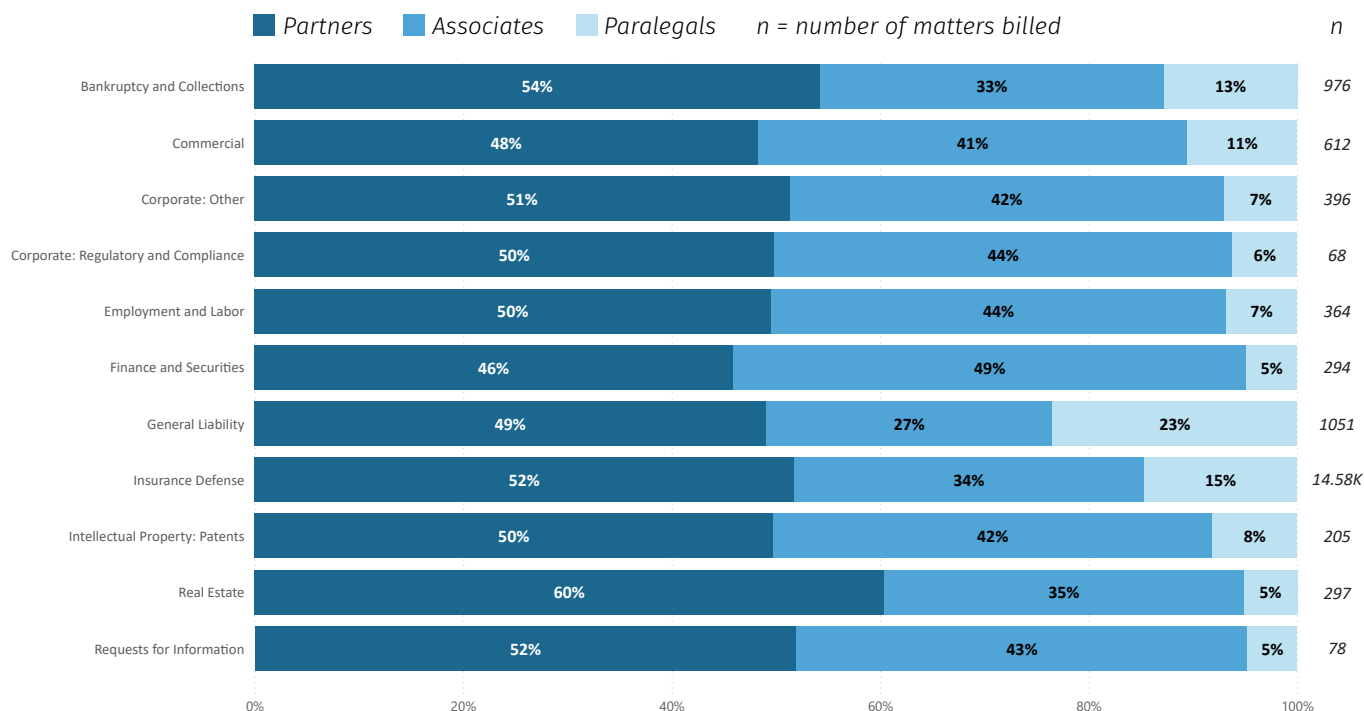
2021 to 2024 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Short Litigation Matters, 40 to 100 Total Hours Billed

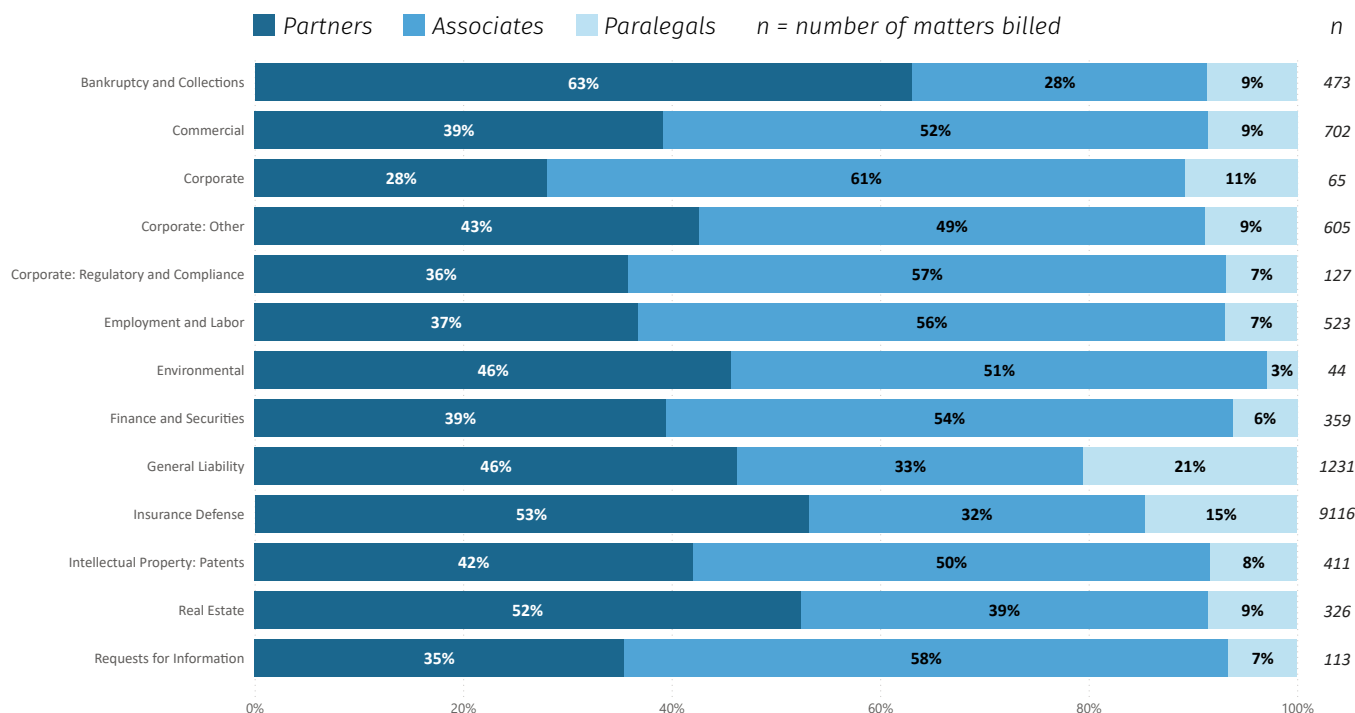
2021 to 2024 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Litigation Matters, More Than 100 Total Hours Billed

2021 to 2024 -- Percentage of Hours Billed per Matter



Section VII: Data Methodology

All data and analysis based on
data collected thru Q2 2024

Appendix: Data Methodology

Invoice Information

Data in Wolters Kluwer ELM Solutions' reference database and in the 2024 Real Rate Report were taken from invoice line-item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 12 practice areas, further divided into sub-areas and litigation/non-litigation.

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as "senior partner" or "junior associate." In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

Appendix: Data Methodology

A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greenville, SC	Greenville-Anderson, SC
Harrisburg, PA	Harrisburg-Carlisle, PA

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Hartford, CT	Hartford-East Hartford-Middletown, CT
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Memphis, TN	Memphis-Forrest City, TN-MS-AR
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC
Reno, NV	Reno-Carson City-Fernley, NV

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA
Salt Lake City, UT	Salt Lake City, UT
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH

Appendix: Data Methodology

Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter.
- The 2024 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses.
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis.
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

A Note on Insurance Litigation

Our aim is to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

“Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 7/1/2020 through 6/30/2024. All Invoices were submitted through the ELM billing systems.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line Item Total/Line Item Hours (Units)
Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line item amounts subsequent to submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line item level.

Aggregations of data taken from millions of these line item-level invoice entries are the core of the information analyzed.

A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, for the purposes of determining the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2024 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding Commercial and Contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on Employment and Labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non-litigation work for the purposes of granular analysis.

Appendix: Data Methodology

Bankruptcy and Collections

Chapter 11
Collections
General/Other
Workouts and Restructuring

Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute
General, Drafting, and Review
General/Other

Corporate¹

Antitrust and Competition	Partnerships and Joint Ventures
Corporate Development	Regulatory and Compliance
General/Other	Tax
Governance	Treasury
Information and Technology	White Collar/Fraud/Abuse
Mergers, Acquisitions, and Divestitures	

Employment and Labor

ADA	General/Other
Agreements	Immigration
Compensation and Benefits	Union Relations and Negotiations/NLRB
Discrimination, Retaliation, and Harassment/EEO	Wages, Tips, and Overtime
Employee Dishonesty/Misconduct	Wrongful Termination
ERISA	

Environmental

General/Other
Health and Safety
Superfund
Waste/Remediation

Finance and Securities

Commercial Loans and Financing	Investments and Other Financial Instruments
Debt/Equity Offerings	Loans and Financing
Fiduciary Services	SEC Filings and Financial Reporting
General/Other	Securities and Banking Regulations

¹ All references to "Corporate: General/Other" in the 2024 Real Rate Report are the aggregation of all Corporate subareas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

Appendix: Data Methodology

General Liability

Asbestos/Mesothelioma
Auto and Transportation
Consumer Related Claims
Crime, Dishonesty and Fraud
General/Other

Personal Injury/Wrongful Death
Premises
Product and Product Liability
Property Damage
Toxic Tort

Government Relations

General/Other
Lobbying and Relations

Insurance Defense²

Auto and Transportation
General/Other
Personal Injury/Wrongful Death
Product and Product Liability
Professional Liability
Property Damage
Toxic Tort

Intellectual Property³

General/Other
Licensing
Patents
Trademarks

Marketing and Advertising

General/Other

Real Estate

Construction/Development
Easement and Right of Way
General/Other
Land Use/Zoning/Restrictive Covenants
Landlord/Tenant Issues
Leasing
Property/Land Acquisition or Disposition
Titles

² Insurance Defense Practice Area data was excluded from Section 1 and Section 5, except Section 1: High Level Data Cuts - Detailed Practice Area by Matter Type.

³ All references to "Intellectual Property: General/Other" in the 2024 Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.

About Wolters Kluwer ELM Solutions

ELM Solutions is the market-leading global provider of enterprise legal spend and matter management and legal analytics solutions. It provides a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs, including a legal spend database featuring more than \$180 billion in invoices. Corporate legal and insurance claims departments trust its innovative technology and end-to-end customer experience to drive world-class business outcomes. In 2023, Wolters Kluwer ELM Solutions was named a Leader in the IDC MarketScape: Worldwide Enterprise Legal Management Software 2023 Vendor Assessment report.

EXHIBIT C

1 Lisa Bloom, Esq. (SBN 158458)
2 Arick Fudali, Esq (SBN 296364)
3 Alan Goldstein (SBN 296430)
4 THE BLOOM FIRM
5 20700 Ventura Blvd., Suite 301
6 Woodland Hills, CA 91364
7 Telephone: (818) 914-7319
8 Facsimile: (866) 852-5666
9 Lisa@TheBloomFirm.com
10 Attorneys for Plaintiffs and Cross-Defendants
11 CHASITY JONES and ELIZABETH TAYLOR

8 SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 COUNTY OF LOS ANGELES, CENTRAL DIVISION

10 CHASITY JONES, an individual,
11 ELIZABETH TAYLOR, an individual,

12 Plaintiffs,

13 v.

14 ALKIVIADES DAVID, an individual,
15 HOLOGRAM USA, INC., a Delaware corp.,
16 HOLOGRAM USA ENTERTAINMENT,
17 INC., a Delaware corp., FILMON MEDIA
18 HOLDINGS, INC., a Delaware corp.,
19 FILMON.TV, INC., a Delaware corp.,
20 FILMON.TV NETWORKS, INC., a Delaware
21 corp., ALKI DAVID PRODUCTIONS, INC.,
22 a Delaware corp., ANAKANDO MEDIA
23 GROUP USA, an unknown business entity,
24 and DOES 1 through 25, inclusive.

25 Defendants.

26 ALKIVIADES DAVID, an individual,
27 Cross-Complainant,

28 v.

CHASITY JONES, an individual,
ELIZABETH TAYLOR, an individual;

Cross-Defendants.

CASE NO.: BC649025

RESERVATION ID: 848170872030

**DECLARATION OF DOLORES Y.
LEAL IN SUPPORT OF CHASITY
JONES' MOTION FOR ATTORNEYS'
FEES AND COSTS**

DATE: AUGUST 8, 2019
TIME: 8:30 A.M.
DEPT. 73

Hon. Christopher K. Lui

Complaint filed: February 2, 2017

1 **DECLARATION OF DOLORES Y. LEAL**

2 I, Dolores Y. Leal, declare:

3 1. I am an attorney duly licensed to practice before all of the Courts of the State of
4 California, and have been an active member of the California State Bar since June 1988. If
5 called as a witness, I could and would competently testify to the following facts based upon my
6 own personal knowledge.

7 2. This declaration is being submitted at the request of Lisa Bloom, attorney for Plaintiff
8 and Cross-Defendant Chasity Jones, in support of Ms. Jones' motion for attorney fees and costs
9 pursuant to Government Code §12965(b) and Code of Civil Procedure §1032.

10 **Personal Qualifications**

11 3. I am a partner in the law firm of Allred, Maroko & Goldberg in Los Angeles, California.
12 A substantial part of our practice is plaintiff employment litigation that focuses on litigating and
13 trying complex civil rights and employment matters. Our firm litigates individual matters and
14 multi-plaintiff cases in these areas.

15 4. I have been with the Allred, Maroko & Goldberg firm since 1991. Prior to that time I
16 was a Trial Attorney with the U.S. Equal Employment Opportunity Commission (EEOC) in Los
17 Angeles from 1988 until 1991, where I tried several discrimination cases. Prior to that time I
18 was an investigator and paralegal with the EEOC from 1979 until 1987.

19 5. My emphasis has always been employment law. I represent plaintiffs in employment
20 litigation in matters involving discrimination, sexual harassment and wrongful termination. I
21 have also written a book, Litigating Sexual Harassment and Sex Discrimination Cases,
22 published by James Publishing. I am a past board member and a past President of the California
23 Employment Lawyers Association ("CELA"). I am a frequent speaker before attorney groups,
24 law schools, the EEOC, and have taught torts, employment discrimination and critical studies at
25 Peoples College of Law.

26 6. I was listed as one of the "Top 50 Women Lawyers in Los Angeles" by the Los Angeles
27 Business Journal in February 1998. I have been named one of Southern California's
28 "SuperLawyers" by Law & Politics and Los Angeles Magazine from 2004 through 2018. I was

1 further honored by that group as one of the Top 50 Female Attorneys in Southern California in
2 2005, 2006, and 2013. In September 1999, I was honored by CELA as its "Employment Law
3 Attorney of the Year." In September 2015, I was honored as the recipient of the Joe Posner
4 Award by CELA, recognizing a pioneer in our field of employment law, Joe Posner. I have also
5 received an "AV" rating, the highest rating from Martindale-Hubbell.

6 7. My practice consists almost exclusively of representing plaintiffs in employment
7 litigation. Over 90% of our work is done on a contingency basis. I know this to be the case
8 with the substantial majority of attorneys who practice plaintiff employment litigation,
9 including Lisa Bloom and her law firm.

10 **Expertise and Reputation of Lisa Bloom**

11 8. I have known Lisa Bloom since 1991. Ms. Bloom was an associate at my law firm,
12 Allred, Maroko and Goldberg, from 1991-2001, when she moved to New York to host a show
13 on Court TV. I understand that Ms. Bloom moved back to Los Angeles in 2009 and started her
14 law firm, The Bloom Firm, shortly thereafter.

15 9. Ms. Bloom's law practice representing employment discrimination plaintiffs is
16 substantially similar to mine. Her firm and mine have sometimes represented different plaintiffs
17 against the same defendant. My firm currently represents two women, Lauren Reeves and
18 Mahim Khan, with active sexual harassment lawsuits against Alkiviades David and his
19 companies.

20 10. In the employment law community, Ms. Bloom is known to take tough employment
21 cases, particularly those involving high profile defendants. I am familiar with her successes, for
22 example, in receiving a total judgment in excess of \$11 million in this case. I personally
23 witnessed several days of this trial.

24 11. For good reason, Ms. Bloom has a reputation as an exceptional plaintiff's attorney.
25 Any plaintiff whose case she takes will be fortunate because they will be represented by an
26 attorney who is viewed as being among the best in her field. Ms. Bloom has a national
27 reputation as a smart, hardworking, successful advocate for discrimination and harassment
28 plaintiffs.

1 12. I understand that Ms. Bloom is seeking attorney fees in this case at an hourly rate of
2 \$975 per hour. I likewise understand that her senior associate, Arick Fudali, a ninth-year
3 attorney, is seeking an hourly rate of \$550 per hour and both associate Alan Goldstein (11 years
4 of practice; 5 years in California) and associate Sarah Bloom (4 years of practice) are seeking
5 hourly rates of \$350 per hour. Through my practice, I have become familiar with the rates
6 charged by law firms in Los Angeles County for litigation of employment-related matters such
7 as this case. Based on that knowledge, and my knowledge of the experience level and/or
8 abilities of Plaintiff's counsel, it is my professional opinion that the rates sought are well within
9 the range charged by comparably qualified attorneys for similar litigation. *See e.g., Bihun v.*
10 *AT&T Information Systems, Inc.*, 13 Cal.App.4th 976, 997-98 (1993) (affirming *in 1993* an
11 award of attorney's fees at the rate of \$450.00 per hour to lead counsel in a sexual harassment
12 case). These hourly rates are reasonable and consistent with fees being charged by trial
13 attorneys in employment cases with commensurate skill level, expertise and experience.

14 **My Firm's Hourly Rates**

15 13. With the exception of a few limited matters, my firm has a contingency-based practice.
16 However, we are retained on an hourly basis in certain matters. We set our rates in all matters
17 (contingent and retained) to be comparable with those of private defense firms that litigate
18 complex matters in our areas of expertise. Thus, our attorneys' hourly rates are comparable with
19 those of firms such as Loeb & Loeb, Littler, Paul Hastings Janofsky & Walker, Skadden Arps,
20 Lieff Cabraser, and Kirkland & Ellis, whose litigation departments often defend the types of
21 cases my office litigates.

22 14. Based on my extensive experience in the field, employment cases are by nature risky
23 and expensive to litigate. Recovery is never assured. Cases often take years to resolve. My
24 clients are invariably unable to pay my legal fees and costs which, in cases I participate in and
25 try, almost always approach or break into seven figures. In order to maintain a viable private
26 practice, I must place a premium on assessing a case from the perspective of trial costs versus
27 the legal merits and the expected recovery. In cases where damages may be lower, or difficult
28 to obtain, I examine the possibilities of fee-shifting statutes, should I prevail.

1 15. The rate of my partner and trial lawyer Nathan Goldberg (named 2010 Lawyer of the
2 Year, Labor and Employment in Los Angeles, "Best Lawyers in America"; named One of
3 California's Top 10 Plaintiff's Employment Lawyers, by The Daily Journal; named one of the
4 top 100 Southern California "Super Lawyers" by Law & Politics and Los Angeles Magazine
5 from 2004 to 2010; Super Lawyer every year since 2004) is \$950 per hour. This is the rate he
6 charges and is paid by hourly clients who hire him for advice. My partners' hourly rates range
7 from \$850 to \$950 per hour.

8 16. Likewise, the requested fees by Lisa Bloom, Arick Fudali, Alan Goldstein and Sarah
9 Bloom are well within the range of practitioners at their level of experience, within members of
10 the Southern California employment community.

11 **Multipliers in Contingent Risk Matters**

12 17. Most individuals cannot afford to pay on an hourly basis for skilled representation in
13 civil rights litigation. Therefore plaintiff's civil rights attorneys represent virtually all
14 discrimination claims on a contingency fee basis. Under this arrangement, such attorneys are
15 not compensated for their time unless and until they prevail, whether it be by trial, arbitration or
16 successful settlement of the case. Civil rights attorneys are taking the risk that they will not be
17 reimbursed for time spent unless their client settles or wins at trial or arbitration. As such,
18 plaintiff's civil rights attorneys cannot afford to represent an individual employee on a
19 contingency basis if, at the end of the representation, the attorney is destined to receive only the
20 regular hourly rate for the services performed, assuming that they win, but nothing if they lose.

21 18. When plaintiff's civil rights attorneys prevail on the merits, it is essential that
22 they recover a multiplier--an amount which is more than their regular hourly rate, if they are to
23 remain in practice and to continue representing individuals in civil rights employment disputes.
24 With this in mind, courts and judges routinely apply a multiplier to the attorney fees awarded in
25 Plaintiff employment discrimination lawsuits, in order to encourage competent attorneys to
26 represent individuals in such cases, and further the public policy of this state. State and federal
27 courts have approved fee multipliers in FEHA, Title VII and/or ADA employment cases
28 handled by our firm of 1.5 to 2.0 times our normal hourly rates.

1 19. Based on my work and contact with plaintiffs' lawyers in Los Angeles, I am very
2 familiar with the standard billing analysis applied by attorneys in determining whether to take
3 civil rights and employment cases. In those instances, the primary expectation of payment is
4 contingent on winning and recovery of fees under a fee-shifting statute. This analysis adopts a
5 formula utilizing hourly billing rates significantly higher than that for retained work, in order to
6 account for delay in payment, risk of loss, risk of partial recovery, or other contingent factors.
7 The manner in which the higher hourly rate is recovered is by application of a multiplier to the
8 actual lodestar figure in a case.

9 20. The market expectation for multipliers on contingent risk cases, as a class, is at least two
10 to three times the fees that would have been earned in retained litigation where there is no
11 contingent risk of non-payment. Fees of this measure are necessary because of the investment
12 in costs, the long delays, and the total or partial lack of success in many cases. Such an
13 expectation has been expressly acknowledged by the California Supreme Court in *Ketchum v.*
14 *Moses* (2001) 24 Cal.4th 1122, 1132, to be determined based on the market in a particular
15 locality. Unless compensation paid for civil rights and employment representation is
16 commensurate with for-profit, non-contingent litigation (by application of a multiplier to
17 account for the risks discussed above), firms such as mine, which have special expertise in the
18 handling of civil rights cases, will be unable to handle such matters on an extensive basis.

19 21. I understand that The Bloom Firm took this case on a purely contingent basis and
20 invested over \$100,000.00 in actual litigation costs in order to prosecute this matter through
21 trial. I also understand that Plaintiff prevailed on FEHA claims of hostile work environment
22 and retaliation, among other claims. I understand that Plaintiff was asserting emotional distress
23 as a result of her treatment at work and in being terminated. The contingent risk in a case like
24 this is very high and, in my opinion, justifies a multiplier or enhancement to the lodestar
25 calculations.

26 22. I am further informed that at no time did the Defendants make a settlement offer, much
27 less one that approached the verdict reached, or reasonably compensated Plaintiff's counsel for
28 their efforts in representing the Plaintiff. Finally, I understand that the individual Defendant in

1 this case, Alkiviades David, is a powerful billionaire, represented by a well-respected and
2 successful trial attorney, Ellyn Garofalo of Venable LLP, one of the largest law firms in the
3 country. Given the facts of this case as I understand them and my personal observation of much
4 of the trial, I believe that Plaintiff's counsel achieved an exceptional result, which also justifies
5 a multiplier or enhancement to the lodestar calculations.

6 23. Contingent cases present the very real risk of working hundreds or thousands of hours
7 that may never be fully compensated, or may go uncompensated altogether. Unfortunately, the
8 prospect of loss is very real. Thus, the risk inherent in contingent representation is, indeed, a
9 reality even in an expected-victory case. The contingent risk in this case, in my view, was huge
10 because of the amount of time and costs expended while facing a real risk of loss, and with no
11 reasonable settlement offer having ever been made.

12 24. Based on my discussions with other plaintiff's-side lawyers who represent plaintiffs in
13 contingent FEHA litigation, including within and outside of my own firm; and, given the real
14 risk of contingent fee representation (including the risks of an outright loss, a less than fully
15 compensatory result, or the delay in payment), it is the prevailing expectation within the
16 community that a multiplier or enhancement will be awarded when a FEHA plaintiff prevails.
17 Other factors which contribute to my conclusion that a 2.0 multiplier is warranted are:

18 (A) preclusion of other employment by Alan Goldstein during the life of this
19 litigation, and preclusion of other employment by the trial attorneys in this case (Lisa Bloom,
20 Arick Fudali, Alan Goldstein and Sarah Bloom) during the time-frame that they were preparing
21 for and conducting the trial;

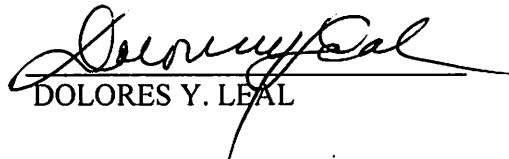
22 (B) At Allred, Maroko & Goldberg, I receive telephone calls from many individuals
23 each week seeking legal representation in employment matters. Because of the contingent
24 nature of employment cases, I am able to take only a very few of these cases. Although I
25 attempt to refer these individuals to other attorneys handling employment cases, there are very
26 few attorneys able to take such cases because of the sophisticated subject-matter and because
27 they are hard-fought, extremely expensive and inevitably result in protracted litigation and
28 appeals.

1 (C) Due to the tremendous number of requests for assistance in employment
2 litigation and the dearth of counsel willing and able to accept such cases, it is imperative that
3 those attorneys willing to provide such representation on a contingency basis be encouraged to
4 do so, through awards of attorneys' fees, which include the multiplier that is necessary to attract
5 and retain competent counsel to accept these types of cases.

6 25. An award of the lodestar amount without an enhancement does not compensate the
7 attorney for the contingent risk undertaken. Given the contingent nature of the representation,
8 the preclusion of other work that necessarily results from a lengthy litigation
9 and trial such as this trial, and the exceptional result obtained, I believe that a multiplier of 2.0
10 the lodestar is reasonable in this case.

11 I declare under penalty of perjury under the laws of the State of California
12 that the foregoing is true and correct.

13 Executed this 28th day of June, 2019, in the County of Los Angeles, State of California.

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15 DOLORES Y. LEAL
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